

# The Conference Board MANAGEMENT RECORD

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## A Glance at this Issue

### Live in New York and Save Money

Is there a relationship between size of a city and the rate of increase in its living costs? The statisticians find that there is. Speaking generally, the cost of living has increased more rapidly during wartime in the smaller cities than in the large ones. It might be said that the cost of living started from a lower point in the smaller cities and that increases would show up as larger percentages than in larger cities, but there are other reasons—inadequate housing facilities in smaller cities with a consequent inability to absorb a large influx of labor without upsetting the rental market, insufficient distribution centers, high earnings with limited outlets, etc.

Once again is proved the adage—as food goes, so goes the cost of living—or at least what most people think of as the cost of living. For the average increase in food prices since January, 1939, has been 55.9% for the smaller cities as compared with 44.6% for the larger ones. At last it becomes evident why hotel rooms are at a premium in metropolitan areas. Perhaps the canny working man economizes by coming to New York to eat at the Waldorf instead of paying the fancy prices at Joe's diner back home. Maybe he's got something. At any rate, the facts in the situation are set forth in the article, "Size of City and the Cost of Living," beginning on page 438.

### Overcoming the Handicap

The war has forced the discovery of methods for much more effective utilization of material resources and, more recently, of human resources. Now, with the critical manpower shortage, the physically handicapped are having their great opportunity to show that when properly placed and trained they can hold their own as producers. And they are winning high commendation for the way in which they are delivering the goods. Blind persons are capitalizing on the sensitivity of their fingers; deaf people can concentrate in the midst of noise distractions; those who have lost an arm or a leg are fitted into the

industrial scheme in jobs they can perform capably. All this is made possible because jobs have been re-studied and catalogued according to their physical effort requirements, which has shown how people with physical impairments can be assigned to work for which their disability does not disqualify them. Important as an aid in obtaining the maximum productive effort for the war, it holds even greater significance as paving the way for the re-employment of men who will suffer physical impairments in the Armed Forces. An article, "The Handicapped as a Labor Resource," discusses this subject on page 441, and on page 444 some executives give their views regarding employment of the handicapped.

### Swinging Two Jobs

Some workers are imbued with such patriotic zeal that, not content with one war job, they try to handle two. Or, is it the high wages? In any event, this intense industry, if it became contagious, could raise many problems, not the least of which would be the physical exhaustion of the workers. However, the condition appears not to be general. One employer finds a simple solution in the 12-hour shift. His formula seemed to be that if you tire 'em out enough on one job, they won't think about a second. (Page 444.)

### Employment Ups and Downs

Already the employment shuffling process seems to be under way. With the number of those at work and in uniform at an all-time peak of 64.7 million in September, employment in private industry showed a 300,000 decline over a year ago. Losses occurred in both durable and nondurable industries. In the durable field, employment dropped not only in industries centering about construction but also in the ferrous metal and machinery group, primarily in plants producing machine tools and accessories. Employment increases in the shipbuilding and aircraft groups did not offset losses in the remainder of the durable goods group. (Page 467.)



## Size of City and the Cost of Living

MUCH has been said recently to the effect that living costs are rising faster in small cities than in the metropolitan areas of the country. Particular reference has been made to small cities in which are located large plants engaged in war work, especially those cities in which plant facilities have been expanded considerably since the war began, with a resultant influx of labor. One contention is that the relatively higher costs in smaller cities is partly attributable to differences in consumption habits between metropolitan areas and small towns. Some say that the discrepancies are not so much between large and small cities as between various regions of the country.

This article, the first of a series on this general subject, deals with the relationship of the size of city to the magnitude of increases in living costs in wartime.

The Board's indexes of living costs cover seventy cities and the United States as a whole. The city indexes are based on January, 1939, a period of relatively normal living costs.<sup>1</sup> Wartime conditions, however,

<sup>1</sup>The estimated cost of living of families of wage earners and lower-salaried clerical workers in January, 1939, varied from the average of these costs for the period 1935-1939 by only 0.1%.

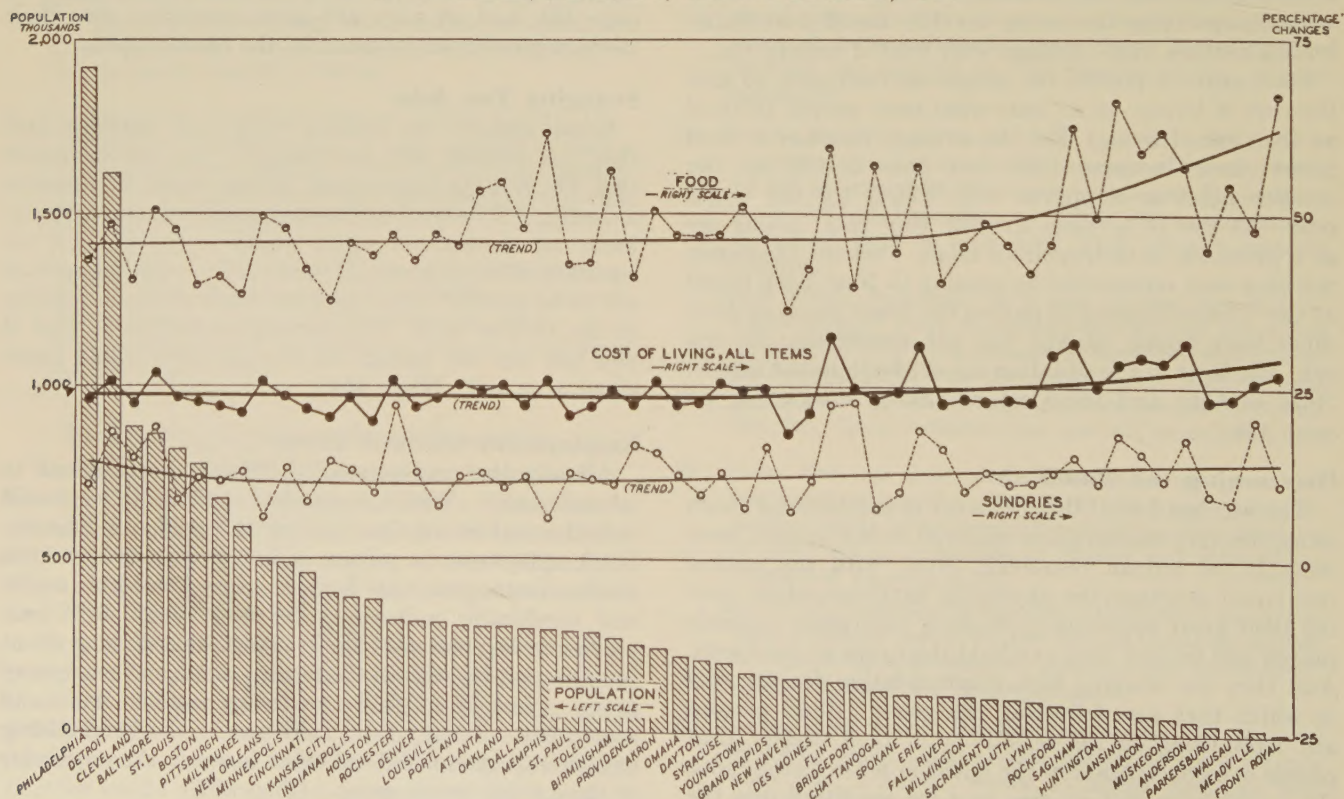
have prevailed throughout most of the period covered by these indexes. In addition to its studies of living costs in seventy cities and the United States on a pre-Pearl Harbor, fixed-budget basis, the Board has recently added indexes based on a changing budget continuously adjusted to conditions imposed by the war on the consumption habits of the people. It is this latter group of indexes that has been used in this analysis.

Although the Board studies seventy cities, indexes for some cities do not extend back to January, 1939, and were therefore omitted from this special investigation. Other city indexes which were currently under review and revision were also eliminated.<sup>1</sup>

Despite these eliminations, fifty-five cities still remain in the sample used. They vary in size from Philadelphia, the third largest city in the United States, with a population of nearly 2 million, down to Front Royal, a small industrial town in Virginia, with a population under 2,500. Between the ends of this large range lie most of the metropolitan cities of the United States

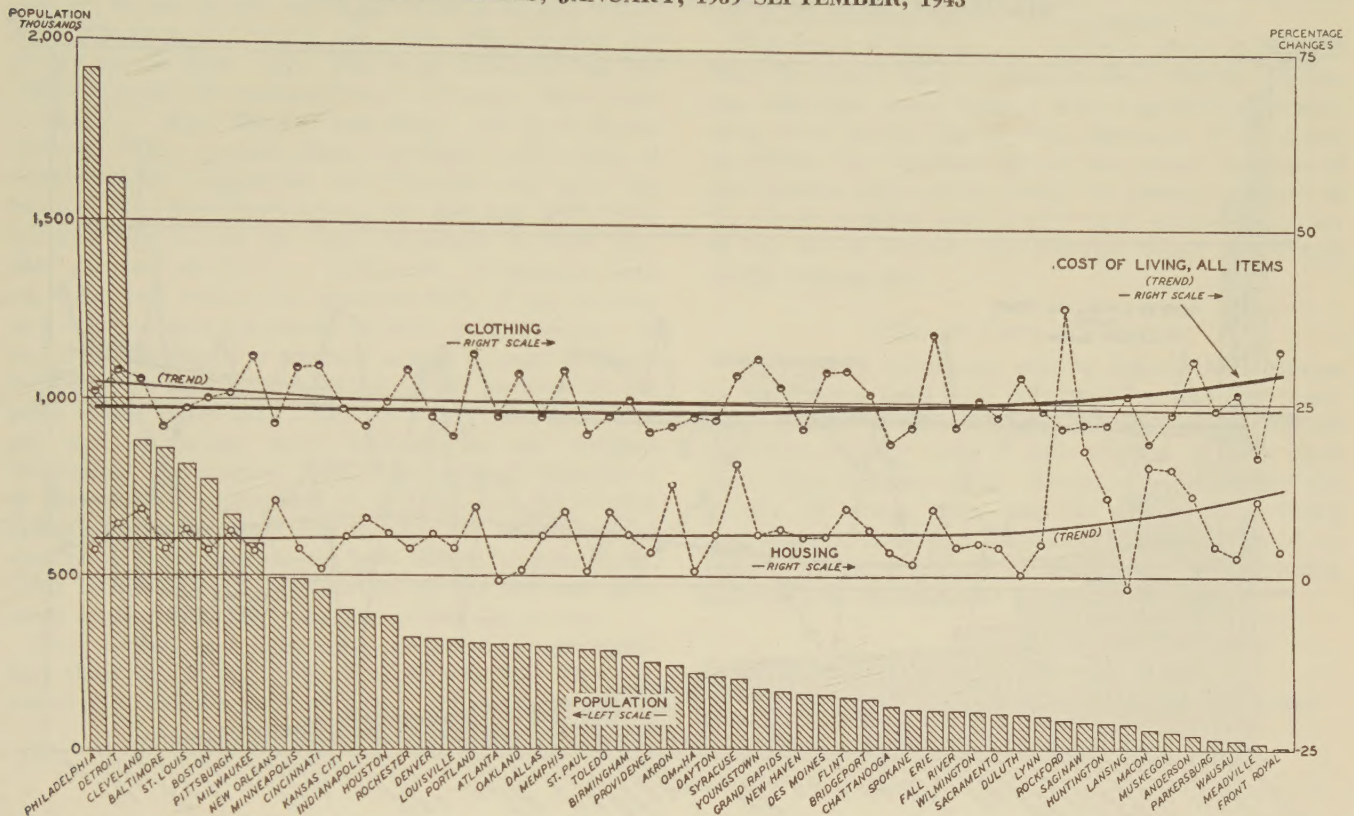
<sup>1</sup>In January, 1943, the Board began publishing the results of a general revision of its indexes of living costs. To date, 59 of the 70 cities have been revised.

CHART 1: POPULATION IN 1940 AND LIVING COST CHANGES IN FOOD, SUNDRIES AND "ALL ITEMS" IN 55 CITIES, JANUARY, 1939-SEPTEMBER, 1943





**CHART 2: POPULATION IN 1940 AND LIVING COST CHANGES IN CLOTHING, HOUSING AND "ALL ITEMS" IN 55 CITIES, JANUARY, 1939-SEPTEMBER, 1943**



and a number of the important smaller industrial towns.

An analysis of the cost of living figures for these cities reveals that the size of the city did not affect changes in the costs of all components of the index in the same way. It was therefore decided to study changes in the cost of each of the major components separately. All comparisons were based on the change in living costs which occurred from January, 1939, to September, 1943.

The changes for each major budgetary group in each city are shown in the charts, together with the population of each city, which is indicated by the hatched bars. The cities are arrayed by population. The central tendency (or trend) has been indicated for the cost of living changes in order to facilitate a comparison with the population data. Chart 1 presents the changes which occurred in the composite indexes and in the indexes of food and sundries. Chart 2 presents changes and trends in the housing and clothing indexes and also the trend of all living costs. Chart 3 presents changes and trends in indexes of housefurnishings and fuel and light.

#### TOTAL COST OF LIVING

The all-items trend definitely indicates a faster rise in living costs in small cities than in the large ones. Increases in the thirty-four cities having a population of 160,000 or more ranged from a high of 26.9% in Balti-

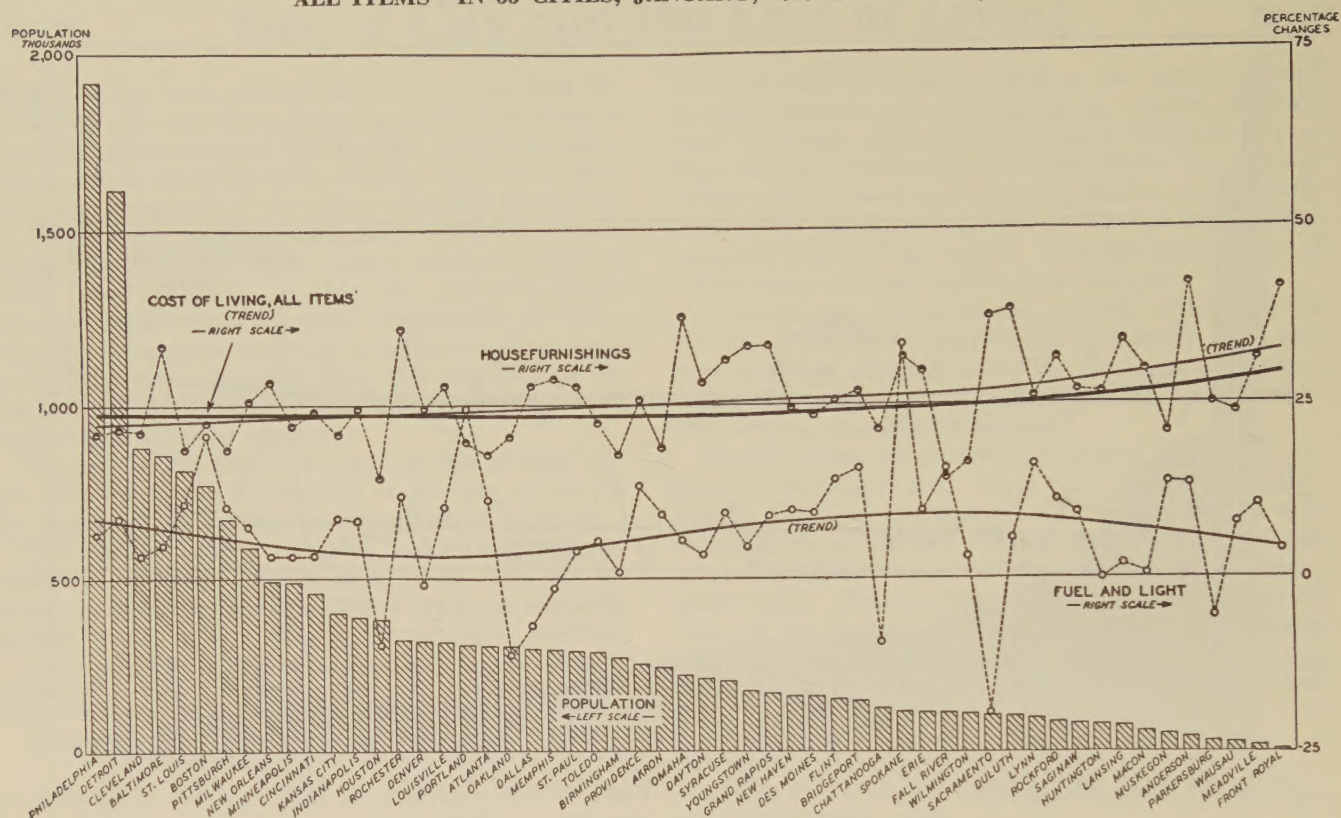
more to a low of 18.2% in New Haven. The points representing the increases in the cost of living in each city were fairly evenly distributed above and below a horizontal trend drawn through points which represented an average increase of 23.5%. Except for Flint, a city of 152,000 persons, which showed an increase of 32.1%, and Erie, a city of 117,000, with a change of 30.7%, the ten cities with population of 98,000 to 160,000 showed changes of less than 25%. Of the eleven cities with a population of less than 98,000, all except two showed changes of more than 25% and the average change shown was 27.5%. The eleven smallest cities had a 3.2% greater increase in living costs than the eleven largest cities.

It is significant, however, that the scatter in smaller cities is greater than in the larger ones. The smallest change shown in this group was 23.1% for Parkersburg, which is somewhat below the average for the eleven largest cities. The largest change was 31.4% in Saginaw, but was exceeded by that for Flint, a city nearly twice as large. It cannot be said, therefore, just because one city is larger than another that living costs have not risen as fast as in the smaller city. It can be said, however, that, on the average, smaller cities will probably experience greater changes in living costs during war-time than the larger ones. This is especially true of cities with less than 100,000 population.

There are undoubtedly several factors accounting for



CHART 3: POPULATION IN 1940 AND LIVING COST CHANGES IN HOUSEFURNISHINGS, FUEL AND LIGHT AND "ALL ITEMS" IN 55 CITIES, JANUARY, 1939-SEPTEMBER, 1943



this situation. One is the ability of a larger city to absorb an influx of population with less strain on its economy than a smaller one. Another is the probable diversity of industry in larger cities. As war industry demands more labor, a large city can draw upon those industries within its domain not engaged in war work to furnish a large part of the labor needed in its war factories, thus reducing the necessity of drawing outside labor into the city.

More important than size to any city are the changes in its population and the effect the war has had on its industries. An overcrowded city, with industries working full time and workers with plenty of money to spend, is more certain to experience a sharp rise in living costs than a city which merely finds itself small in a time of rising prices.

#### COSTS OF VARIOUS COMPONENTS

Food costs showed the sharpest upward trend as the size of city diminished. The average of the change in food costs in the eleven smallest cities, 55.9%, was 7.8% above the average for the eleven largest cities, 44.6%. As was the case for total living costs, in cities of over 90,000 population, food-cost changes remained fairly even. In the smaller cities there was a noticeable jump in the level of increases. There was also much more dispersion about the trend. The smallest change among

the eleven smallest cities was 44.9% in Parkersburg, which was only slightly more than the average for the eleven largest cities. The largest increase in food costs among the eleven smallest cities was 66.4% in Front Royal, which was almost equaled by the 61.6% change in Memphis with a population over one hundred times larger than Front Royal.

Housing-cost increases showed a gradually rising trend as the size of the city declined. Below the 100,000 population mark, the scatter of increases becomes very great, although the upward trend is definitely greater. The rent increase for Rockford, Illinois, has been far greater than for any of the other fifty-four cities and clearly demonstrates the effect of rapid industrial expansion in a small city. The shortage of housing that occurred in Rockford early in the war brought a boom in rentals and carried the index to this high level. Including Rockford, the average rent increase of the eleven smallest cities exceeded that of the eleven largest by 6.4%. Excluding Rockford, the smallest cities topped the largest ones in rent increases by 3.9%, the average changes being 9.2% for the eleven smallest and 5.1% for the eleven largest.

The trend of the increases in clothing prices is the only one to show a steady downward movement as the size of the city diminished. The average increase in clothing prices in the eleven largest cities was 26.3%,



and compares with 24.1% for the eleven smallest cities.

Because of the unusual amount of dispersion in the changes shown in fuel and light costs in various cities, it is difficult to determine just what effect, if any, size of city has on these costs. The trend indicates that the increases gradually declined from the largest cities down to those of about 300,000 population and then turned upward. This upward phase extended until cities of about 100,000 population were reached and then the trend curved downward again. The fuel and light index for any city covers the fuels important to that city, plus gas and electricity. Anthracite, bituminous coal, oil, coke, and wood—the principal fuels of the country as a whole—have not shown uniform price changes. In fact, wood prices have recently soared in some localities far beyond any advance that is likely to occur in the price of the other fuels. On the other hand, prices of gas and electricity have declined on the average throughout the country. Since the related importance of the various components of the fuel and light index differ considerably from city to city, and since the price changes of these components have differed substantially, these factors appear so important to the fuel and light index as to dwarf any influence of the size of city.

Next to fuel and light costs, prices of housefurnishings show the widest dispersion of increases. There is, however, a definite upward trend in these increases as

cities become smaller in size. The eleven smallest cities had an average increase of 30.1%, or 5.4% greater than the 23.4% average for the eleven largest cities.

The trend of increases in sundries slopes downward from the largest cities to those of about 400,000 population and then starts upward with a gradually accelerating trend as the size of cities decreases. With a few exceptions, the dispersion is not very great. Because of the concave shape of the trend, the average increase of the eleven smallest cities is only 1.3% greater than that of the eleven largest, the averages being 13.7% and 12.2% respectively.

#### SIZE OF CITY A FACTOR

The general conclusion can be drawn that changes in living costs have been influenced by, and are, therefore, related to size of city. In cities under 100,000 population, living costs in general seem to have risen more than in larger cities. Factors other than the size of city, of course, enter into the differences in living cost changes, including, for instance, the location of respective cities, which will be analyzed in the December issue of *The Management Record*.

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## The Handicapped as a Labor Resource<sup>1</sup>

A RESULT of the progressively more critical manpower shortage has been the brushing aside of preconceived objections to certain types of labor, or assumptions regarding their unavailability for war production, in favor of a willingness to try anything that promises even remotely to help meet pressing needs. In consequence, significant discoveries have been made that have substantially aided the war effort.

The most important such discovery is the adaptability of women to types of work formerly considered beyond their capacity for physical reasons. To be sure, there have had to be changes in the method of performing some operations mostly in the way of introducing human or mechanical assistance in weight lifting, but with surprisingly little difficulty women have stepped into men's jobs and done good work. Many an operating executive who accepted women replacements only because he had no choice has freely testified that the performance of women on what were formerly men's jobs has completely overcome his doubts.

Another important discovery has also been made—that persons who normally would have been ruled out of consideration for employment on account of physical defi-

ciencies can become useful, productive workers, often with definite advantages over physically normal employees. Altruistically motivated employers have in the past made a point of employing a fair proportion of the physically handicapped, but in industry generally such employees were normally those who had suffered an injury in the service of the particular company. Now, persons with formerly disqualifying handicaps are found to be capable, under controlled conditions, of performing a large variety of necessary operations. Critical need, replacing altruism, has given the handicapped an opportunity to prove their claim for employment consideration, and they have risen to their opportunity at a time of national crisis in a manner that does them credit.

The United States Office of Education indicates that approximately 80,000 physically handicapped persons a year might be made available for employment if adequate occupational adjustment were made. Young men and women seeking to enter employment for the first time constitute about 40% of this number. The remaining 60% are experienced workers who have been injured and require retraining or readjustment in order to find employment. Most of the young people who are seeking employment for the first time have suffered the

<sup>1</sup>This article is a condensation of *Studies in Personnel Policy*, No. 59, "The Employment of Handicapped Persons," to be published shortly.



handicap of physical impairment since birth. Approximately 58% of the 80,000 have orthopedic disabilities, 18% hearing impairments, 10% visual handicaps, 7% arrested tuberculosis, 4% cardiac diseases and 3% other or miscellaneous afflictions.

When the employment of physically handicapped persons is considered certain definite questions are raised. Do they provide a really useful and practical source of labor? Are extensive changes in customary methods and procedures likely to be necessary? How should the interests of employee and company be protected from possible difficulties arising from employment of physically handicapped persons? Where can such employees be recruited?

### THE PERFORMANCE OF THE HANDICAPPED

Exact production records for handicapped workers are rarely available for purposes of comparison; ordinary plant production records do not distinguish between the normal and the handicapped. However, observations made by foremen and supervisors in connection with THE CONFERENCE BOARD study were uniformly favorable regarding the quantity and quality of output of handicapped workers. In fact, in many instances, handicapped employees were rated above those who were physically normal.

There are good reasons for their performance record. Presumably the handicapped worker has been placed on a job to which his capacities are well adapted. He has been carefully trained and adjusted to this job. Recognizing his limited field for employment, he is anxious to hold the job he has secured, and therefore endeavors to do his best. Sometimes the impairment itself makes for better working ability because when some faculties are destroyed or become useless, nature tends to intensify the acuteness of others. Moreover, many of the handicapped are intensely patriotic and, recognizing their limited opportunity to contribute personally to winning the war, accept their employment as a means of doing their share. Figures covering 185 companies compiled early in 1943 by the United States Office of Education indicate that in only 10.5% of these companies had production of handicapped workers fallen below that of the able-bodied.

A misconception that is being corrected is that the accident rate is higher among the handicapped. As a matter of fact, the survey revealed that forty-nine of eighty-seven companies found the accident rate for the handicapped lower than for the able-bodied, thirty-six saw no difference between the two groups, and in only two companies was the accident rate higher for the handicapped. Similarly, the handicapped show up well in the matter of absenteeism, particularly in the case of absences due to personal reasons. As might be expected, the turnover rate among the handicapped is much lower than for physically normal employees.

### PREPARATION FOR THE HANDICAPPED

Sometimes no special arrangements have to be made in connection with employing handicapped workers.

When possible, this is best, since the less distinction between the handicapped and physically normal employees the better. In many cases jobs have been reanalyzed as to their demands on various types of physical effort. On the basis of these studies it has been determined what kinds of physical impairments do not necessarily disqualify a person from performing the job either as it was or with certain changes. Operating, personnel and medical executives have worked together effectively in these studies. Helpful lists of standard occupations suitable for persons who have various handicaps have been compiled by the United States Civil Service Commission.

In some plants the handicapped are segregated in a separate department where special conditions can be created and special supervision given. However, this practice is likely to be confined to large establishments where considerable numbers of handicapped persons are employed. Even then, it is usually considered better, when feasible, to make as little distinction as possible between the handicapped and the normal and to have all work together under the same conditions.

Sometimes employees are told in advance that handicapped persons are coming into their departments and their cooperation is asked in helping the newcomers to become accustomed to their jobs. This is rarely necessary, however, as there is usually an instinctive desire to be helpful. Sometimes this urge to help has to be curbed or controlled, since handicapped persons tend to resent undue attention to their disability.

By preparing handicapped people for employment before they enter a plant, either through a rehabilitation agency or other training facilities, two purposes are served: they are oriented to factory work and are, therefore, quite often better equipped than other new employees; and they are able to begin working on a par with able-bodied employees from the very beginning.

### SELECTIVE PLACEMENT

Rehabilitation experts and company executives who have had to do with the employment of handicapped workers agree that satisfactory employment depends more upon selective placement than upon any other single factor. This involves not only the customary methods of determining the skills required for a particular job and the aptitudes and experience of the prospective employee, but also an evaluation of the physical capacities and limitations of the handicapped applicant and the physical demands of the job in order that they may be matched to the best advantage. The work history of the applicant and the preplacement physical examination are important considerations.

In a handicapped person's work history, more emphasis is placed upon aptitudes than upon actual work experience since these aptitudes may open up possibilities capable of advantageous development, but with no relation to actual experience. However, a recapitulation of the working background of an individual reveals the nature of his experience so that training for a new posi-



tion can be related in some way to his previous occupations.

When a company employs physically handicapped persons for certain jobs throughout the plant, some alterations may be necessary in the normal working conditions of the plant. It is important, therefore, that secondary complications are not overlooked when the handicapped worker is employed. While the work history of the applicant does not reveal the dangers involved in off-the-job activities, it does give an indication of the previous exposure of the person to accidents and toxic substances. Furthermore, when the applicant has been disabled as the result of an industrial injury, the work history may bring to light many relevant facts that are useful in job placement.

The physical examination given to handicapped persons is substantially the same as that given to the physically normal. The purpose, however, is not to reject those who have physical impairments, but rather to discover those who can be employed for certain work with safety to themselves and others and those who cannot. Considerations that must be taken into account by the company physician include the possibility of contagion, whether or not the mental condition of the individual is such that it will make him accident-prone, and the extent to which the defect impairs his mobility. Experience has shown that persons with such apparently disqualifying handicaps as blindness have in special cases been used with advantage to themselves and the company. On the other hand, some mental or nervous defects that may not be readily observable may expose the individual and his fellow-workers to considerable danger.

### RECRUITING THE HANDICAPPED

Because of the insatiable demand for labor at the present time and the consequent relaxation of physical standards, some handicapped workers are applying directly at company employment offices although, until recently, a better approach for them had been through some organization specializing in rehabilitation. Most companies, however, still avail themselves of the services of local offices of the United States Employment Service, the state Bureaus of Vocational Rehabilitation and various institutions for the disabled.

Regional offices of the United States Employment Service often maintain a special service for the handicapped. Four such offices in New York State, located in New York City, Buffalo, Rochester and Syracuse, average about 1,600 placements per month and are in constant touch with many employers on available jobs and their qualifications. Through these contacts, it is not hard to make an initial placement, and, quite frequently, employers request additional handicapped persons because the original placement proved satisfactory.

Through its vocational rehabilitation divisions, the United States Office of Education does much to facilitate occupational readjustment of persons with impaired

physical faculties and thus make them available for employment. There are many other institutions, both public and private, which deal with the placement of workers with different types of disabilities. Some are local and some national in scope. Many are devoted to the care and rehabilitation of persons with specific impairments, such as sight or hearing. All are available to help in the constructive task of making it possible for the handicapped to become self-supporting and valuable members of the community.

### HOURS OF WORK AND WAGES

Handicapped workers generally seem to be working the number of hours and receiving the same rates of pay as the able-bodied. This is a general rule to which, of course, there are some exceptions. The principle of equal pay for equal work has become well established, but it is possible for an employer to obtain an exemption certificate permitting him to pay a handicapped worker less upon presentation of proof that the output of such worker is below the normal established for the job. However, none of the companies contributing information for this study had found it necessary to apply for exemption certificates. Sometimes, also, a job may be altered so that the handicapped person is not undertaking all the requirements of the original job and is therefore not entitled to the full rate.

The obligations of Workmen's Compensation are also factors that employers must take into account. There have been cases where a desire to give handicapped persons employment has involved an employer in heavy Workmen's Compensation costs. However, legislation on the subject is changing rapidly and by September, 1943, some provision was made in all but three states having Workmen's Compensation laws for specific coverage in second injury cases. Some states permit handicapped employees to waive their rights to compensation under certain conditions, but these waivers apply only for second injuries which might occur because of a pre-existing disability. These waiver clauses place all the burden of the second injury upon the disabled person and therefore are not viewed with favor. However, they at least make it possible for handicapped persons to secure employment.

Notwithstanding certain difficulties and special problems, handicapped persons are proving to be a valuable labor resource, are doing their part in the war effort, and, at the same time, are advancing the cause of the handicapped by proving how well they can adjust to the needs of industry. While they may not realize it, they are paving the way for the useful employment of many who will be disabled in the war. Thus, through industry's willingness to experiment and the fine record of the handicapped, solutions are in the making for one of the important postwar social-economic problems.

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## Comments on Management Problems

### A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

**POINT 1.** In some cases employees have taken part-time jobs outside the organization where they are regularly employed. It is reported that their efficiency declines and their accident and absence records are poorer than normal because of lack of proper rest. Are you faced with this problem, and, if so, how do you make such employees understand that their primary responsibility is to the organization that employs them regularly?

In no case was this regarded as a serious problem. About half of the companies reporting had had no experience with this difficulty, and in the remainder it had not assumed serious proportions. In two cases any possible trouble was avoided by the fact that the companies worked 12-hour shifts and the additional work, plus the overtime pay, removed any temptation to seek work elsewhere. Representative comments follow:

We have been operating two 12-hour shifts, and we do not know of any of our employees, after working these long hours, who are taking part-time jobs elsewhere.

On the other hand, we have employed on a short night shift men who are employed for eight hours in other factories. However, we have not found these men as efficient as the regular full-time employees, and it is only in emergencies that we would continue this practice.

So far as we know, none of our employees have taken positions outside their regular employment.

It should be noted, however, that we have given part-time work to employees of the local university, some local banks, etc., where the hours are short, and the men have time available that they desire to occupy—no doubt, for the additional compensation, and also because they feel they are contributing in that manner to the war effort.

We are welcoming that sort of assistance in view of the fact that our manpower situation here is extremely bad.

We have a number of part-time employees, most of them professional men such as schoolteachers. On the average, their performance is very satisfactory. We also have several employees, working a full 8-hour shift in our plant, who devote time on the outside to the business in which they have been regularly engaged, such as retail stores, service stations and beer parlors. Our experience with that class of employee has on the whole been rather unsatisfactory, and we have found it necessary to discharge several due to soldiering on the job and excessive absenteeism. I do not know offhand of any of our employees who put in part time in any other manufacturing plant.

We have had very few employees who have requested permission to take part-time jobs outside of our organization. The total number who have requested and been given such permission is twelve.

Of those, only six are spending time daily on other jobs; the other six work one or two evenings a week or during the week end.

In checking with department and section heads, we have had no adverse reports regarding the work of employees since they assumed the outside activity.

We do have employees who have taken part-time jobs outside the organization where they are regularly employed, and also employees who have worked part time in other than their regular department after their regular working hours are over. In some cases there has been a decline in efficiency in their regular work. It is difficult to know how to cope with this situation in an area such as this, as there are not enough people here to man industry to the extent necessary to meet commitments.

We had rather encouraged salaried workers to take week-end jobs in the factory, but find there are complications because under the Wage-Hour Act exempt employees lose their exemption by working in the factory for a specified period of time. We have, therefore, discontinued this practice.

We have had a few cases of this nature, and where we find that any outside activities, either work or recreational, interfere with the employee's efficiency, we lay the matter squarely before the employee and tell him that he must make up his mind whether he is going to work for us or not.

**POINT 2.** War casualties are already seeking re-employment in industry. What is industry's attitude so far toward employing such persons with mental or physical handicaps? When a company has a mutual benefit association operated by employee contributions, should these handicapped persons be eligible for membership on the same terms as others?

Several companies have already re-employed ex-servicemen, but, for the most part, they have been discharged from camps in this country and are not battle casualties. There is unanimous agreement that every effort must be made to re-employ as many men handicapped by war injuries as are able to perform useful work. There is more question regarding the mentally handicapped on the ground of danger to themselves and to other employees from unpredictable behavior. Whether or not war-injured employees shall be admitted on equal terms to mutual benefit associations having insurance and benefit features seems to depend upon the by-laws and regulations of the particular association. Typical comments of executives follow:

Feeling that industry has a positive obligation with respect to war casualties, we have made every effort to find suitable placement for such physically handicapped persons as have become available. Since the number of casualties returning for employment so far has been relatively low, and the demand for labor is urgent, the problem has not assumed serious proportions. Industry's regard for its obligations will be tested only when labor demand slackens and industry



has the choice of employing both disabled and able-bodied applicants. We believe that the best program for absorbing the handicapped is by way of a rehabilitation program involving apprenticeships for unskilled disabled veterans, with the government absorbing the difference between standard wages and normal apprentice pay. We have made a start in such an apprenticeship program, but have not had sufficient experience to appraise it from a practical standpoint.

Our policy is to re-employ every former employee who has entered the service of this country. Those discharged for physical disability are re-employed and everything is done toward whatever rehabilitation is possible and all physical requirements with respect to these men are relaxed.

We have had considerable experience with the employment of handicapped persons and have expanded our activities to provide for re-employment of war casualties. Over 500 handicapped persons are employed in our plant, and surveys have been made to determine the jobs on which additional handicapped employees can be employed. Our medical director heads up our rehabilitation program and is assisted by all other divisions in the industrial relations department.

We recognize that we shall have a great responsibility to re-employ those men who have been injured on the fighting fronts, and we are assembling all the information and experience available to improve our program of employing handicapped persons. Our company has prepared a motion picture with sound accompaniment describing our experience with the employment of handicapped persons, and this motion picture has received much favorable comment from organizations and individuals all over the country. Recent experience with the employment of war casualties reveals that their presence in the plant provides a great impetus to employee morale. While we do not have a mutual benefit association, all employees are eligible to the benefits of our very liberal life, accident and hospital insurance program.

We have so far had no applications for employment by war casualties. We have decided generally that we shall bend over backwards in placing casualties who went directly into military service from our own employ. However, although we have not yet considered the question of employment of casualties not previously in our service, our policy in at least the immediate future will probably be fairly strict in this regard. By this I mean that the local manpower situation will probably have to become much tighter before we consider the "dilution" or modification of jobs to accommodate casualties.

We do not know of any war casualties seeking re-employment. Our attitude would be to employ people with physical handicaps, if possible, but, under no consideration would we employ such people with mental handicaps. We do not believe that a mutual benefit association should be loaded up with employees who are already likely to become an immediate burden on such an association.

We are keeping a careful record of our employees who have voluntarily enlisted or been drafted into the Armed Forces with the intention of reinstating them in their old jobs, based on seniority, whenever conditions permit. So far, we have not been confronted with the problem of re-employing combat casualties, but have re-employed quite a number of men discharged from military service for age or

physical disability. They have, in general, fitted very nicely into the organization in their previous jobs. If, or when, later we are faced with the problem of re-employing men incapacitated by war casualties, we shall try to give them every consideration possible. The understanding is, of course, that a man is entitled to reinstatement unless he is incapacitated to the extent of making him unsuitable for the work in which he was previously engaged. However, cases may develop where a man in that condition may be used for work other than that for which he was trained, and, if so, we shall give the matter every consideration. We do not have a mutual benefit association operated by employee contributions.

We have had no experience with war casualties seeking re-employment. We have had a number of discharged men return to us in the same condition as when they left; therefore there was no question in regard to their physical fitness.

We have a mutual benefit association operated by our employees, and I am quite sure that handicapped persons would be eligible for membership on the same terms as others.

We have not yet experienced any problem of wounded men seeking employment. As a policy, we will be most sympathetic and helpful to them and we will extend ourselves as far as possible to give them the benefit of all privileges accorded our employees, including the benefit of our association which is supported by the employees themselves.

We feel that industry must show in a tangible way its appreciation of the sacrifices these men have made, and we will go the second mile in this respect.

I see no reason why we should prohibit the employment of war casualties providing their physical disability would not prevent them from carrying on such duties assigned them within their capabilities. We have employed several men, although not actually war casualties, who have been discharged from the Army because of medical disabilities. Their participation in benefits of our mutual benefit association would be governed by the by-laws, and they would not be refused membership but would be prohibited from collecting benefits from old injuries received elsewhere on medical causes not resulting from their employment, and, therefore, not compensable.

We have not so far been confronted with the problem of men returning with mental or physical handicaps after release from the Armed Forces.

The question of what should be done by mutual benefit associations depends upon whether persons handicapped in the service of the country are to receive important payments or pensions from the government. If such payments are being received as a result of their injuries in the Armed Forces, then they should not depend upon the mutual benefit association for payments normally intended for those who are injured either in the course of employment or by reason of nonoccupational accidents or illness.

In general, I think the attitude of local concerns will be to bend every possible effort toward replacing those who are available for re-employment after honorable discharge from the Armed Forces, even though they are somewhat seriously handicapped upon their return.

We are being faced with the problem of re-employing war casualties from among those who left us to go into the



Armed Forces and are now being discharged. We are providing such employment as can be done by these people without physical detriment to themselves or to others with whom they will work. Those who are unable to work we are following closely to be sure that they are getting proper rehabilitation and financial attention. We have not yet had enough experience with applications for employment by people who had not been previously employed by the company, but when we do I think our policy will be to offer them employment wherever they are needed and can be used, and they will be offered protection of the mutual benefit association operated by employee contributions on the same eligibility basis as for all other employees. In other words, if they can meet the physical requirements, they will be accepted.

We operate a mutual benefit association, with employee contributions, and our policy is to treat handicapped persons the same as others with respect to membership benefits, etc.

Although we have re-employed about 100 individuals discharged from the Armed Forces, only a very few are handicapped either mentally or physically; most of them were discharged from United States training camps.

Accordingly, while we have no mutual benefit association operated by employees, I am inclined to feel that handicapped people should be given membership in such organi-

zations, if they are granted membership at all, on the full participating basis.

You mention the employment of both mentally and physically handicapped persons. Those with physical handicaps are not too difficult to place, because their handicaps are known. If a person has one leg or one arm, or is blind, the handicap is visible. Industry can either find a place for that man or it can't, depending upon the nature of its operations. On the other hand, a person with a mental handicap is a hazard both to himself and to industry. The disability is not known, nor clearly understood; and the methods of dealing with it are not known or understood—sometimes even by medical specialists. It may seem harsh to say it, but I think it is true that people with mental afflictions should be considered as social problems, not industrial problems.

We have made a complete study of every job in our plant and have determined which jobs can be performed by employees with certain types of handicaps. We have found a great many jobs through our job specification system which can be done by handicapped employees. When we place such employees on these jobs, they are "frozen"; that is, their supervisors are so informed and their records so marked as to prevent their being put on any other type of work. Also, where necessary, compensation waivers are signed by such employees. Our attitude towards such persons is that we are glad to have them. The physical requirements of our mutual benefit association are such that these employees are not eligible for membership on the same terms as others.

## Trends in Collective Bargaining

### Maintenance of Membership Denied

The Regional War Labor Board at Atlanta, Georgia, has denied maintenance of membership to three unions in the cases of the Portland Cement Company and the AFL Cement, Lime and Gypsum Workers, the Jorgensen Bennett Manufacturing Company and the CIO International Woodworkers, and the Carolina Power and Light Company and the AFL Street Railway and Motor Coach Employees.

In the case of the Portland Cement Company, the board awarded a check-off clause but said:

This particular company is located in a small community and 93% of the employees are members of the union. Although the union appears to feel some danger as regards company interference, it does not appear there is much basis for such an attitude at the present time, admitting that in the past the unionization of the plant was hindered . . . To grant a union shop or even a maintenance of membership clause with an escape provision would, in the panel's opinion, do more harm than good to the relations between the company and the union.

In the Jorgensen Bennett Manufacturing Company case, the board denied maintenance of membership because the collective bargaining relationship between the company and the union was satisfactory and the board felt that there was no need for this provision.

In the Carolina Power and Light Company case, where the vote of a six-man board was 3 to 3, the one

public member who sided with the two industry members said that he voted to deny the workers' petition primarily because of the "discourtesy, bias and ignorance shown by the union at a hearing before the board."

### Technological Clause

A Pennsylvania steel corporation and the CIO Steelworkers union have recognized the need to include in their collective bargaining contract provision for technological changes in the following clause:

When technological changes are made in equipment, method of processing, material processed, or quality or production standards which would result in a substantial change in the character of the job, job duties or requirements; or where over a period of time an accumulation of minor changes of this type have occurred which, in total, have resulted in a substantial change in the character of the job, job duties or requirements, adjustments of hourly, incentive, and tonnage rates may be required. In such cases, management may establish the new rates, and the union, if dissatisfied, may allege a grievance and carry it through all steps of the contract procedure established for the settlement of grievances for determination as to whether the earnings received by the employee from the new rates have resulted in a lowering of the rates applicable to him.

### Interplant Seniority

An agreement negotiated between a midwestern



manufacturing company and the CIO Farm Equipment Workers includes seniority provisions that give employees both inter- and intra-plant seniority.

If an employee transfers at his own request or at the request of the company from one group to another group he shall hold his seniority in his former group for one year, after which his total length of service with the company shall be transferred with him.

If an employee is transferred with a product or machine which is transferred from one plant to another his seniority in the old plant shall be transferred with him.

An employee retains his seniority with a group upon transfer from one shift to another in such group, but the transfer of an employee from one shift to another, except on account of lay-off, shall be at the discretion of the company.

The union may, upon written request to the management committee, review any problem in such exercise of discretion before the management committee whose decision shall be final.

There is hereby created the privilege of seniority preference for union representatives; namely, (a) executive officers, (b) members of the bargaining committee, and (c) stewards.

Figures released by the National Women's Trade Union League claim that three million members of American unions are women. That is about one-fourth of the total union membership.

#### Ontario's Labor Court

The Labour Court of Ontario, which administers the Ontario Collective Bargaining Act, held that a grievance committee is to consist of representatives of the union which has been certified as the bargaining agent.

The labor court has also ruled that in cases where workers participated in wildcat strikes they did not have the right to participate in elections to determine the bargaining agent. In another instance, the court ruled that workers who violated the provisions of the collective bargaining agreement while participating in union activities were not eligible for reinstatement under the terms of the Ontario Collective Bargaining Act.

#### Army and Navy Take Over

Canadian Army and Navy personnel took over the jobs of striking AFL freight handlers in Halifax, Nova Scotia, on October 4. The strike came as a result of a decision of the Canadian War Labour Board which granted the freight handlers an increase of 5¢ an hour instead of wage equality with the stevedores which the striking workers felt was due them.

The AFL now claims to have a dues-paying membership of 6,564,141 and its *Weekly News Service* states that delegates at the last AFL convention freely predicted a membership of eight million by October, 1944. Whether they attribute the gain to CIO unions coming back to William Green's "House of Labor" or whether organization drives would bring in new members was not stated.

The Kiwanis Club of Lincoln Park, Illinois, is encouraging high school students to seek careers in labor unions and personnel work. The Kiwanians are offering cash scholarships of \$300 each which will allow the students to make a study of labor relations from the point of view of labor or management.

A yearly minimum wage of \$1,800 for local government workers is now a part of the program of the CIO State, County and Municipal Workers of America.

The AFL central labor union in Santa Cruz, California, has formulated a plan whereby honorable discharge papers from the Armed Forces will be accepted as initiation fees into unions, with emphasis on the fact that the returned fighters shall not lose seniority.

The Detroit Regional War Labor Board removes the check-off provision from an agreement between the United Construction Workers Union (CIO) and the Detroit Painting Contractors. Although the CIO has a closed shop contract, some of the employees are members of the AFL painters' union. When the contractors needed additional workers and the CIO could not supply them—the AFL could.

#### Vacation Plans

The following two vacation plans were recently negotiated and approved by the War Labor Board:

Length of Service		Days' Vacation
6 months but less than 8 months.....		2
8 months but less than 10 months.....		3
10 months but less than 12 months.....		4
1 year or over.....		6
2 years or over.....		7
3 years or over.....		8
4 years or over.....		9
5 years or over.....		10
6 years or over.....		12
Years' Service (Con't. Empl't.)		Hours' Vacation at Base Pay
1 to 3.....		40
4 .....		48
5 .....		56
6 .....		64
7 .....		72
8 .....		80

#### International Scene

Ernest Bevin, Minister of Labour and National Service, addressing the Transport and General Workers Union of Great Britain at their annual convention in Edinburgh, Scotland, touched upon the question of worldwide agreements when he said:

In many of the international trades—that is, trades which enter into the international price level—a close and detailed study, together with an endeavor to lay down international conditions, will become imperative. These, however, should present no greater problems to the industry of the new world than those which arose when we moved from district to national standards. In fact, we have gained a very great deal of experience which



ought to enable us to work out a basis of operation in this type of trade. It should contribute considerably to the stability that is essential if we are to avoid cyclical periods of boom and depression.

#### Company Work Rules

Stanley Ruthenberg, of the CIO Steelworkers and labor member of the Third Regional War Labor Board Panel, upholds the right of the Westinghouse Airbrake Company to publish work rules. Mr. Ruthenberg says:

The company has the right to publish work rules. Violations of the work rules by employees that result in discharges are subject to grievance procedure and arbitration. I see no reason why work rules should even be a consideration for collective bargaining. The company should have the exclusive right to publish its work rules . . . I do not think the panel should be a party to the writing of work rules, because work rules should be the exclusive prerogative of management.

#### Negotiating Discipline

A large plant in the Middle West has negotiated interesting discipline clauses with the International Representatives of the union which is the official bargaining agent for its employees. The clauses read:

The International Union agrees to assign one of its representatives to assist the local in the administration of this agreement. In the event any member or members engage in a stoppage of work in violation of this agreement, the International Union will discipline such member or members and advise the company of its action.

That the union will discipline any member, and the company will discipline any foreman or other of its representatives who shall conduct himself in such manner as to bring upon the union or the company, respectively, the proper reproach of the other that it has violated any of the terms of this agreement.

#### Newark Mayor Scores AFL Union

Mayor Vincent J. Murphy, Secretary of the New Jersey State AFL, denounces Local No. 56 of the AFL Meat and Cannery Workers Union because the union collected dues from soldiers who were volunteering their services in two southern New Jersey canneries because of the labor crisis. Mayor Murphy said that taking dues from the soldiers was an outrage and he would refer the matter to the international office of the Meat and Cannery Workers Union.

In opposing the request of the Newspaper Guild for a maintenance of membership clause in their collective bargaining agreement with *The New York Times*, Arthur Hays Sulzberger, publisher, quoted a statement from William Green, AFL president, to the effect that while Mr. Green favored a closed shop for workers in industry he was opposed to the closed shop or the present form of maintenance of membership in the newspaper industry because it was human nature for reporters who are working under closed shop conditions to favor their union organization when writing.

Wayne L. Morse, public member of the National War

Labor Board, in a speech before the Seattle Chamber of Commerce said that it was "sacrilegious" to ask for improvement of civilian conditions during the war. Dean Morse went on to say, "Labor destroys its own house when it takes the point of view that it is due more than a reasonable share of the returns of industry or intrudes in the essential rights of management."

President A. F. Whitney of the Brotherhood of Railroad Trainmen has announced that his organization was turning in the direction of intensive and systematic political organization and action." Mr. Whitney stressed the fact that labor can only bargain with political legislators and political administrations through their voting strength.

The National Labor Relations Board directed the Wierton Steel Company to pay \$92,567 to seventeen employees who were discharged in 1937. The workers involved received from \$1,553 to \$9,471 each. The Empire Worsted Mills, Inc. of Jamestown, New York, was directed by the NLRB to pay \$31,000 in back wages to thirty-one employees who were discharged during an organization drive by the Textile Workers Union.

Employer and union representatives on the Joint Industry Board of the Electrical Industry in New York City have successfully put into operation a plan adopted in January which provides that when workers cannot find employment as building trades electrical workers at \$2.00 an hour, they should take advantage of the opportunity to be employed at a lower hourly rate on equipment which is used in buildings, used by manufacturers or used on the assembly line. The board is carrying on an active campaign to convince both employers and employees of the usefulness of the plan.

Approximately 1,500 of the 7,000 building trades electricians who are union members are now working at lower hourly rates in manufacturing plants wiring switchboards, assembling bomb sights, wiring radio equipment of a very technical nature, working on ships and in wire-manufacturing plants.

#### Labor Management Area Council

An area council of labor-management committees is being organized throughout the Newark, New Jersey, area. The council is to consist of seventy-two representatives of thirty-six plants where labor-management committees are in operation. An executive committee has been formed and it consists of representatives from the following companies and unions: American Type Founders, International Association of Machinists, Crucible Steel Company, United Steelworkers Union, Eastern Aircraft Corporation, General Motors Division, United Auto Workers Union, Isolante, Inc., Chemical and Oil Workers Union, Starr Electric Motors Company, United Radio & Electrical Workers Union, Lamp Division-Westinghouse Electric & Manufacturing Company, and Walter Kidde & Company, Inc.



The big problem facing this newly organized council is the question of manpower shortages in the highly industrialized Hudson and Essex County areas.

O. W. Rider of the Bell Aircraft Company management in Buffalo, New York, Chairman of the Bell Labor-Management Committee and Chairman of the Niagara Frontier Council of Labor-Management Committees,

states that absenteeism has dropped from 10.5% to 6.6% through labor-management committee activity. Having labor and management sitting down at the same table and discussing and working out work problems helps plant morale, Mr. Rider said.

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## Absenteeism during August

**A**BSENTEEISM in August accounted for 39,550,000 man days lost by industrial employees because of sickness, nonindustrial accidents and absences for personal reasons, according to estimates based on THE CONFERENCE BOARD's survey for that month. This figure is almost 4 million man days more than the 35,680,000 lost in July. The increase can be accounted for mainly by the fact that women lost an average of 1.4 days in August and an aver-

ages occurred at a rate of 45 a thousand. The combined rate was 252 absences a thousand, with an average loss of 2.7 days an absence.

Although women comprised only 33.6% of the group surveyed, they accounted for 52.2% of all short-term absences and 54.6% of all absences of four or more days' duration. Short-term absences were responsible for 44.7% of the total time lost by women, while absences of one, two or three days' duration accounted for 43.5% of the total time lost by men.

TABLE 1: FREQUENCY AND DURATION OF ABSENCE AMONG EMPLOYEES, AUGUST, 1943, IN RELATION TO HOURS WORKED A WEEK

83,570 MALE EMPLOYEES							
Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short-term	Long-term	All Absences	Short-term	Long-term	All Absences	
Over 60....	219	74	293	1.7	6.7	2.9	.9
55-59.....	275	117	392	1.4	5.9	2.7	1.1
50-54.....	217	50	267	1.5	9.1	2.9	.8
45-49.....	221	44	265	1.4	9.0	2.6	.7
40-44.....	96	22	118	1.5	6.3	2.4	.3
Total....	207	45	252	1.4	8.5	2.7	.7

42,247 FEMALE EMPLOYEES							
50-54.....	319	47	366	1.3	7.8	2.1	.8
45-49.....	541	98	639	1.3	6.8	2.2	1.4
40-44.....	283	95	378	1.4	8.2	3.1	1.2
35-39.....	385	370	755	1.8	5.5	3.6	2.7
Total....	448	107	555	1.3	7.0	2.4	1.4

age of 1.3 days in July, while men lost an average of .7 days in August and .6 days in July.

Forty-three plants, located in fifteen states and the District of Columbia and employing 125,817 persons, contributed absence data for the survey. The plants were about 81% engaged in the production of war materials. Approximately 86% of the men and 75% of the women were factory workers.

Short-term absences among women occurred at the frequency rate of 448 a thousand, and long-term absences occurred at a rate of 107 a thousand. The combined rate was 555 a thousand, with each absence averaging 2.4 days' duration.

The men in the companies reporting had a short-term absence frequency of 207 a thousand, and the long-term

### HOURS OF WORK

Hours of work in August averaged 47.2 a week in the factories and 44.7 in the offices of the plants surveyed. The factory week for men averaged 48.4 hours and for women 44.5 hours; the office week averaged 46.0 and 43.1, respectively. Men worked 48.1 hours a week on an average, or 4.0 hours more than women.

TABLE 2: FREQUENCY AND DURATION OF ABSENCE AMONG 68,552 MALE AND 36,134 FEMALE EMPLOYEES, AUGUST, 1943, ACCORDING TO REASONS FOR ABSENCE

Classification	Short-term Absences			Long-term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 men....	77	2	152	26	1	22	103	3	174
1,000 women....	209	3	277	43	1	73	252	4	350
Days lost an absence									
Men.....	1.5	1.5	1.4	9.6	9.9	6.9	3.6	5.1	2.1
Women.....	1.3	1.6	1.3	7.6	9.2	6.4	2.4	3.9	2.4

Data on hours and absenteeism for men and women are given in Table 1. The frequency rate of women is considerably higher than that of men in all hour groups, but the number of days lost an absence is still slightly higher for men than for women.

### REASONS FOR ABSENCE

The reports of forty-two plants employing 104,686 persons are analyzed in Table 2 to show the relative importance of illness, nonindustrial accidents and absence for personal reasons. Personal reasons accounted for 59.8% of the absences, illness for 39.4%, and nonindustrial accidents for less than 1.0%. These causes were responsible for 53.0%, 45.5% and 1.5%, respectively, of the total time lost



Men showed a slightly greater tendency to be absent for personal reasons, with about 62% of their absences reported under this category, as compared with 58% for

for 37% of men's absences. Nonindustrial accidents were almost negligible, accounting for about 1% of the absences in each case.

TABLE 3: CHANGE IN EMPLOYMENT, JULY TO AUGUST, 1943

Companies on War Production	Men	Women	Total
100%.....	-1.8%	+ .2%	-1.1%
75%-99%.....	+3.8%	-2.3%	+2.0%
Under 75%.....	- .2%	- .6%	- .3%
Combined.....	- .5%	- .3%	- .4%

women. Illness reasons were second in importance, accounting for approximately 41% of women's absences, and

### TRENDS IN EMPLOYMENT

Forty-two companies decreased the number of employees on their payrolls .4% from July to August, as against a 1.3% increase from June to July. The only companies in August to show an increase in total employment were those which were engaged 75% to 99% in the production of war materials.

ISABEL RODGERS

*Management Research Division*

## Wage and Salary Stabilization

### AMENDED TREASURY REGULATIONS

UNDER authority granted by the Economic Stabilization Director, the Commissioner of Internal Revenue has issued, effective October 2, 1943, amended regulations relating to salaries and designated Part 1002. They supersede the regulations issued by the Commissioner and approved by the Acting Secretary of the Treasury on December 2, 1942. The text is divided into the following subparts:

- A. Definitions, Sections 1002.1-1002.9
- B. Jurisdiction of Commissioner, Sections 1002.10-1002.12
- C. Salary Increases, Sections 1002.13-1002.14 (a)
- D. Salary Decreases, Sections 1002.15-1002.16
- E. Governmental Employees, Section 1002.17
- G. Effect of Unlawful Payments, Sections 1002.28-1002.30
- H. Exemptions, Sections 1002.31-1002.35

A special arrangement of significant information in the new rulings follows:

#### Insurance and Pension Benefits

Compensation may include insurance and pension benefits. In determining the amount of salary of an employee, the insurance or pension benefit inuring to such employee is not measured by what he will be entitled to receive after the happening of certain contingencies, but rather in terms of the amount of contributions or premiums paid by the employer. To the extent that an insurance and pension benefit inuring to an employee is reasonable in amount, such benefit is not considered as salary as defined in Section 1002.6.

Contributions by an employer to an employee's retirement plan . . . shall be considered reasonable, regardless of amount, provided the contributions by an employer to a stock bonus or profit-sharing plan with benefits distributable other than on the death, retirement, sickness or disability of the employee, shall be treated as salary. On the other hand, contributions by an employer to an employee's pension trust which is subject to federal income

taxation . . . shall be treated, for purposes of these regulations, as salary.

Amounts paid by an employer on account of insurance premiums on employees . . . to the extent that they do not exceed 5% of the employee's annual salary are not considered as salary. The type of insurance on the life of the employee referred to in this section is the ordinary or whole life policy which does not provide for a cash surrender or loan value, or both, amounting to a large percentage of the premiums paid. For example, premiums on endowment policies, single premium life insurance policies, fixed payment life insurance policies, and other similar policies shall be considered salary. (Section 1002.8)

#### Salary Increases

The burden of justifying an increase in salary rate shall in every instance be upon the employer seeking to make such increase. Increases in salary rates will not be approved except in the following cases:

(1) Such increases as are clearly necessary to correct substandards of living.

(2) Such adjustments as may be deemed appropriate by the Commissioner and have not heretofore been made to compensate in accordance with the Little Steel formula, as heretofore defined by the board, for the rise in the cost of living between January 1, 1941, and May 1, 1942.

(3) Salary revisions clearly necessary to adjust salaries up to the minimum of the tested and going rates paid for the same work in the same or most nearly comparable plants or establishments in the same labor market, except in rare and unusual cases in which the critical needs of war production require the setting of a salary at some point above the minimum of the going salary bracket.

(4) Reasonable adjustments may be made with the approval of the Commissioner in case of promotions, reclassifications, merit increases, incentive wages, or the like, provided that such adjustments do not increase the level of production cost appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices.

In connection with the approval of wage and salary ad-



justments necessary to eliminate substandards of living or to give effect to the Little Steel formula or in connection with the adoption of a longer work week, salary adjustments may be approved for workers in immediately interrelated job classifications to the extent required to keep the minimum differentials between immediately interrelated job classifications necessary for the maintenance of production efficiency. Such adjustments are to be tapered off rigorously in application to higher job classifications so as to apply only to the extent necessary for productive efficiency in the interrelated job classifications. (Section 1002.13)

#### Commissioner's Approval Not Required

The Commissioner's approval is not required where a reasonable increase in salary rate . . . is made in accordance with the terms of a salary plan or a salary rate schedule in effect on October 3, 1942, or approved thereafter by the Commissioner, and as a result of:

- (1) individual promotions or reclassifications,
- (2) individual merit increases within established salary rate ranges,
- (3) operation of an established plan of salary increases

based on length of service within established salary rate ranges,

(4) increased productivity under incentive plans,

(5) operation of a trainee system, or

(6) such other reasons or circumstances as may be prescribed in rulings or regulations promulgated by the Commissioner from time to time.

#### Bonus Payments

A bonus regularly paid based upon a fixed percentage of salary (exclusive of bonuses and additional compensation) where the percentage has not been changed, does not require approval by the Commissioner even though the amount may be increased owing to an increase in salary (exclusive of bonuses and additional compensation) authorized under these regulations. Any other bonus or other form of additional compensation requires approval by the Commissioner.

The term "last bonus year" ending before October 3, 1942, means the employer's last accounting year, calendar or fiscal, ending prior to that date. (Section 1002.14)

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## Wage-increase Announcements<sup>1</sup>, October 1 to October 31

Sources: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Steel Foundries Company.....		3½¢ (avg.)	3,000	To workers in 6 plants. Retroactive to September 1, 1942
Detroit Brass and Malleable Company.....	Wyandotte, Mich.	2¢-7¢/hr.	154	
Falls Spring & Wire Company.....	Detroit, Mich.	5¢/hr.	135	To female inspectors
H. Jacob & Sons, Inc.....	Hanover, Pa.	10%	350	To shoe workers. Retroactive to April 1, 1943
Kent Defense Corporation.....	Chestertown, Md.	7¢/hr.	900	Retroactive to July 26, 1943
Los Angeles Railway Corporation.....	Los Angeles, Cal.	5¢/hr.	3,500	Retroactive to December 1, 1942
Los Angeles Motor Coach Line.....				
Lynn Gas & Electric Company.....	Lynn, Mass.	2¢/hr.	569	Retroactive to February 23, 1943 To distribution and service employees
Manistee Garment Company.....	Manistee, Mich.	5¢-7½¢/hr.	345	
Stewart Die Casting Company.....	Bridgeport, Conn.	5½¢/hr.	145	
Union Electric Company.....	Kansas City, Mo.	2.3¢/hr.	307	
Gar Wood Industries, Inc.....	Port Huron, Mich.	5¢/hr.	151	
11 Cleaning and Dyeing Companies.....	St. Louis, Mo.	5¢/hr.	849	
6 Glass Companies.....	Pittsburgh, Pa.; Toledo, O.; Arnold, Belle Vernon, and Jeannette, Pa.; Clarksburg, W. Va.; and Fort Smith, Ark.	2.3¢/hr.	8,100	

<sup>1</sup>Includes salary-increase announcements.

## Dependency Benefits for Inducted Fathers

In view of the imminence of the drafting of fathers, some companies are considering providing supplemental benefits to dependents of drafted employees. One concern announced on September 1, 1943, the adoption of a new plan for the purpose of "alleviating cases of acute financial distress in the dependent families of drafted men."

Under this plan, families of service men with at least six months' service who are drafted receive from the company one-quarter of the difference between the government's basic pay and normal company pay. In every case, however, the minimum monthly combined company and government pay will not be less than:

- \$128 per month—wife and one dependent child
- \$143 per month—wife and two dependent children
- \$158 per month—wife and three dependent children
- \$178 per month—wife and four dependent children

This allowance is given only to men who are legally married and living with their wives and have one or more dependent children under eighteen. The allowance is to be given for the duration. In computing the allowance, government pay includes dependents' allowances, allowances for service ratings and special qualifications, and other state and federal allowances for the support of these dependents. In addition the company pays one month's salary at the time of induction.



## Monthly Review of Labor Statistics

### September-October, 1943

THE outstanding events of the past thirty days in the field of labor economics were the settlement of the fourth coal strike of the year and the announcement by important labor leaders of their intention to force the elimination of the "Little Steel" formula as the basis for determining wage adjustments.

#### THE COAL SETTLEMENT

John L. Lewis won a victory when, after the fourth major wartime coal strike, he succeeded in obtaining a contract with the government that provided for an increase in wages of \$1.50 a day for the miners. He also won several other points of the program he had formulated at the beginning of the dispute in March. An increase from \$20 to \$50 was granted in vacation pay. All time over seven hours a day was accepted as overtime to be paid at time and a half or rate and a half. Tools, lamps, blacksmithing service and other occupational necessities are to be provided by the operators.

In some respects, however, Mr. Lewis failed, most noticeably in not obtaining more money for the same amount of work, which was the keystone of his program. To obtain the additional \$1.50 a day, the miners must work a full extra hour at the face of the mines, which is paid for at time-and-a-half rates. Nor did he obtain recognition of portal-to-portal pay in the new contract. The War Labor Board, in its decision on the Illinois agreement, which is the basis of the current contract, accepted "the principle of establishing a *method* of payment on an 8½-hour day, including traveling time, in place of the old 7-hour day, excluding travel time." The board did not, however, accept the particular method proposed by Mr. Lewis, but instead pointed out that it could only recognize increased wages paid for the increased working time at the face. In this case, forty-five minutes more were to be used in production and the remaining forty-five minutes were to be recognized as average travel time. Mr. Lewis wanted all the extra hour and a half counted as productive time and paid for at straight rates, with rate and a half paid for all time over forty hours per week, thus introducing the principle of portal-to-portal pay. The board ruled that time and a half pay for the added three-quarters of an hour of work, or \$1.125 was all it would authorize under existing Executive Orders and in keeping with the policy of the Little Steel formula and the provision of the Fair Labor Standards Act.

In the latest contract, Mr. Lewis achieved the full \$1.50 asked for in the Illinois agreement, not by recognition of portal-to-portal pay, but rather by increasing working time from forty-five minutes to an hour through reduction of the lunch period to fifteen minutes. Travel-

ing time does, however, enter into the contract in an important way. Pending studies by the Bureau of Labor Statistics, forty-five minutes is to be accepted as the average traveling time in all mines. Under the agreement, productive time is to be measured by subtracting from portal-to-portal time (nine hours in the case of the Illinois agreement) forty-five minutes for traveling and fifteen minutes for lunch. If, as will be the case in many mines, traveling time exceeds forty-five minutes, the operators will have to pay the miners for excess time as if it were time spent in production.

#### Significance

What is the significance of this latest strike and its settlement? It is generally agreed that a price adjustment will have to be made to cover the increased cost of production. Mr. Davis recommended that in those cases where traveling time exceeded forty-five minutes, the OPA should make price adjustments so as not to cause the operators undue hardship. The OPA has announced that necessary price increases are being calculated. The result will be higher costs to consumers.

Thomas J. Thomas, Deputy Administrator of Solid Fuels, points out that while the immediate effect of lost coal production is not greatly noticeable to the nation, the resultant failure to build up the customary backlog for the months of heaviest consumption means that as winter progresses the situation is going to become more grave, even if production resumes its old level. Secretary Ickes says that the new contract, calling for an additional hour of work each day, will produce an additional 22 million tons of coal. This does not equal the amount of production lost so far this year as a result of the four strikes that have taken place. Wayne L. Morse, in his dissenting opinion of the War Labor Board's approval of the new contract, pointed out that "over the years, the officials of the United Mine Workers of America have argued and demonstrated convincingly that long hours at the working places in the mines result in less coal production than a day of shorter hours with a 30-minute lunch period." He thus doubts that more coal will be mined. Actually, the Armed Services have absorbed a large number of the younger, stronger miners, who have been replaced by older men who cannot hope to maintain the production records of the younger men now gone from the mines.

This none-too-bright picture is completed in the words of the industry members of the board, who, after approving the contract, stated: "We are not unmindful that failure to approve this contract might precipitate a repetition of recent coal mine shutdowns . . . we could never recover the losses, especially of human life, that



would result from failures to provide the material of war."

Even this settlement is incomplete since full agreement has not been reached on all points and a renewal of the strike is possible. Once the agreement is completely settled, however, it is only a temporary measure, for under the provisions of the Smith-Connally act, the mines must be returned to their owners within sixty days after normal operations are resumed. Since the contract is between the government and the miners, it will cease to exist when the owners repossess the mines. Mr. Ickes has hinted, however, that the mines will not be returned to the owners until they have negotiated a contract with the miners that is acceptable to the War Labor Board and which would thus render improbable another work stoppage.

### THE RAILROAD CASE

A problem similar to that of the coal industry is arising in the case of the 1,100,000 members of the nonoperating railroad brotherhoods. An emergency board was appointed in February, 1943, to settle the wage dispute that threatened to impede the wartime service of the nation's railroads. After lengthy consideration, the board came forth with a recommendation that an increase of 8¢ an hour, instead of the 20¢ asked by the unions, be allowed to all nonoperating employees of the railroads, effective June 23 and retroactive to February 1 of this year. Mr. Vinson, then the newly appointed director of the Office of Economic Stabilization, vetoed the proposal on June 23. He said that inasmuch as most of the nonoperating employees had already received increases in excess of the 15% allowed under the Little Steel formula and, as on the whole, the average increase of all these employees had exceeded this amount, any further increase would be in violation of that formula and therefore inflationary. On October 16, a second emergency board was formed by the President to reconsider the railroad workers' case. This new board also recommended a wage increase, but on a sliding scale of 4¢ to 10¢ an hour. This proposal was accepted by Mr. Vinson but was immediately rejected by the unions. They were supported by the railroads in their request for restoration of the flat increase of 8¢ an hour suggested by the first board and accepted by the unions and the railroads in their agreement of August 7. Realizing the danger of the situation, Senator Truman has introduced in the Senate a proposal that Congress go "on record as supporting and holding legal the proposed eight-cents-an-hour raise."

### STEELWORKERS' DRIVE

On November 8, Phillip Murray, president of the United Steelworkers of America as well as of the CIO, opened a drive to lift the "Little Steel" wage ceiling. The steel workers' organizations intend to reopen the 1,300 contracts involving their 900,000 members and force an increase in wages. While the exact amount of their demands is not known, it is certain that they will exceed the limits set by the Little Steel formula. They are also preparing to ask for the elimination of the North-South differential in wages in the steel industry. The southern minimum wage is now 52¢ and the northern minimum, 78¢. Just to eliminate the differential alone would mean an increase of 50% in basic wage rates in the Southern steel industry. Mr. Murray expects that this movement will not be confined to the steel unions, but that other CIO unions will follow suit.

These three organizations—the United Mine Workers, the Railroad Brotherhoods, and the United Steelworkers—have a combined membership of over 2.5 million workers. If the other CIO unions join the movement, as well as the members of the UMW who are not miners, any gains by these workers will affect so large a proportion of the total organized labor force as to exert a tremendous influence on the wage-price program and the entire economy. In the face of this pressure, the War Labor Board has announced its determination to hold the line and keep alive its Little Steel formula.

One would be led to believe from all this agitation that rising living costs must be working an extreme hardship on organized labor. A clue to the actual situation may be derived from Conference Board figures which show that from the start of the current war, in 1939, hourly earnings in twenty-five manufacturing industries have risen 43.8% and the cost of living has advanced only 23.5%. "Real" hourly earnings in these industries have thus gained 17.3%. Real weekly earnings, swelled by the increase in real hourly earnings, plus added hours worked and premium overtime pay, show an advance of 41.0%. Since January, 1941, the base date of the Little Steel formula, hourly earnings are up 36.4% as compared with a 20.6% increase in living costs. Real hourly earnings and real weekly earnings, despite the threat of rising living costs and the wage freeze aspect of the formula, are up 14.0% and 28.8%, respectively. In fact, real weekly earnings have risen 60.6% since 1929, a prosperous year for American industry.

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## Personnel Practices

### Family Day in Wartime

In spite of the difficulties attendant upon admission into war plants these days, employees of the Republic Aviation Corporation at Farmingdale, New York, entertained fifty thousand guests on a recent Sunday. Members of the immediate families of employees were

invited to attend a "Family Day" celebration and see how P-47 fighter planes are made. Special passes were issued to the visitors, with each worker responsible for those he invited.

Outside the plant the visitors viewed the cockpits of three Thunderbolts by moving along walkways con-



structed over the planes. Then they entered the factory and made a two-mile tour of the assembly line. Army and company pilots put on an informal air show during the inspection, with the pilots recounting their sensations over a radio hook-up.

### Growth of a Personnel Practice

A survey made by THE CONFERENCE BOARD in 1937 included the question: "What compensation is paid to hourly workers who report for work when none is available?" More than 50% of the companies who replied at that time stated that no compensation, or "call-in" pay, was given under those circumstances; less than 3% paid for the equivalent of four hours' work. When

the same question was studied recently, the figures were almost reversed. Replies showed that only 16% of the companies now make no provision for compensating

Compensation paid hourly workers who report for work when none is available	1937 Survey	1940 Survey	1943 Survey
None.....	54.5%	48.8%	16.1%
2 hours.....	5.5	25.8	29.4
4 hours.....	2.6	9.6	43.6
Full day.....	4.6	0.9	7.5
No problem.....	16.7	...	16.6

workmen who report for work when none is available, and 43.6% pay for the equivalent of four hours' work.

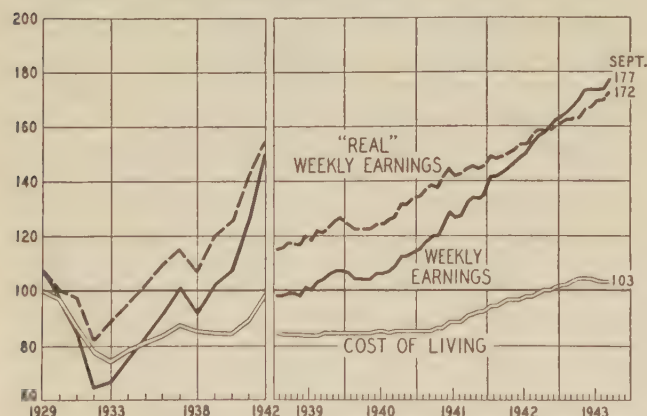
The trend toward liberalization of the practice of paying call-in pay is shown in the table.

## Earnings, Hours, Employment and Payrolls in Manufacturing, September, 1943

**E**ARNINGS, employment, man hours and payrolls exceeded their previous peak levels in September, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing

### AVERAGE WEEKLY EARNINGS, 25 MANUFACTURING INDUSTRIES

Source: The Conference Board. Index Numbers, 1923=100



industries. While the average number of hours worked in one week was also greater than in any other month in recent years, it was lower than it had been before May, 1930.

### HOURLY AND WEEKLY EARNINGS

Hourly earnings for all wage earners in the twenty-five manufacturing industries combined averaged \$1.035 in September. The 1.5% rise in hourly earnings from August resulted largely from premium bonus payments for work on Labor Day, since working hours were expanded only 0.4% and reported wage-rate increases av-

eraged only 0.1% for all workers in September. Hourly earnings have risen 36.4% since January, 1941, the base date of the Little Steel formula, when they averaged \$.759.

Average weekly earnings, which reflect changes in hours worked as well as those in hourly earnings, rose 2% in September and averaged \$47.16 for the twenty-

### WAGE-RATE INCREASES AND WORKERS AFFECTED

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1942		
September.....	5.7%	6.5%
October.....	5.3	6.7
November.....	6.6	6.7
December.....	2.0	5.0
1943		
January.....	0.6	14.4
February.....	1.3	7.6
March.....	0.9	6.0
April.....	0.6	5.9
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0
September.....	0.8	6.9

five industries. While average weekly earnings declined from August to September in six of the individual industries, the reductions amounted to 1% or less in five of them. Of the remaining nineteen industries, the rises in weekly earnings were less than 1% in only three industries, from 1% to 2% in six industries, and in the remaining ten ranged upward to 7.5% in the iron and



## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employ- ment	Total Man Hours	Payrolls
					Actual	Reals	Actual	Reals				
1942 September.....	\$. 957	\$41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
October.....	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
November.....	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
December.....	.970	42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943 January.....	.979	43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
February.....	.982	43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4	134.9	247.1
April.....	.998	45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020	46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020 <sup>r</sup>	46.25 <sup>r</sup>	45.1 <sup>r</sup>	43.2	188.5 <sup>r</sup>	183.9 <sup>r</sup>	173.8 <sup>r</sup>	169.6 <sup>r</sup>	91.7 <sup>r</sup>	148.8 <sup>r</sup>	136.4 <sup>r</sup>	258.6 <sup>r</sup>
September.....	1.035	47.16	45.3	43.4	191.3	185.9	177.2	172.2	92.1	149.1	137.3	264.2

<sup>r</sup>Revised

See footnotes on page 458

## EARNINGS AND HOURS, ALL WAGE EARNERS, SEPTEMBER, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$1.095	\$1.081	\$51.45	\$50.19	47.0	46.4	46.5	46.5
Automobile <sup>1</sup> .....	1.311	1.289 <sup>r</sup>	58.46	58.88 <sup>r</sup>	44.6	45.7 <sup>r</sup>	43.4	43.4
Boot and shoe <sup>6</sup> .....	.713	.702	28.01	28.14	39.3	40.1	41.7	41.1
Chemical <sup>6</sup> .....	1.065	1.055	48.13	47.76	45.2	45.3	42.9	42.8
Rayon and allied products.....	.932	.915	40.73	42.55	43.7	46.5	42.8	42.7
Cotton—North.....	.760	.743	33.19	32.11	43.7	43.2	40.6	40.6
Electrical manufacturing.....	1.075	1.068	50.33	49.55	46.8	46.4	42.5	42.5
Furniture <sup>2</sup> .....	.981	.973	46.12	45.85	47.0	47.1	45.8	45.2
Hosiery and knit goods.....	.783	.762	32.06	31.05	40.9	40.8	41.2	41.0
Iron and steel <sup>3</sup> .....	1.160	1.133 <sup>r</sup>	52.53	48.86 <sup>r</sup>	45.3	43.1 <sup>r</sup>	42.6	41.9
Leather tanning and finishing.....	.863	.863	37.12	36.77	43.0	42.6	42.8	42.9
Lumber and millwork <sup>7</sup> .....	1.079	1.070 <sup>r</sup>	49.73	50.02 <sup>r</sup>	46.1	46.7 <sup>r</sup>	46.2	46.1
Meat packing.....	.881	.890	41.53	42.68	47.1	48.0	40.6	40.7
Paint and varnish.....	.944	.973	44.37	44.81	47.0	46.1	40.8	40.8
Paper and pulp.....	.884	.882	42.32	41.30	47.9	46.8	43.3	43.1
Paper products.....	.822	.806	36.28	35.67	44.1	44.3	42.5	42.4
Printing—book and job.....	.999	1.013	42.46	42.84	42.5	42.3	40.8	40.7
Printing—news and magazine.....	1.159	1.135 <sup>r</sup>	49.02	46.36 <sup>r</sup>	42.3	40.8 <sup>r</sup>	40.9	40.9
Rubber.....	1.170	1.132	53.54	51.32	45.7	45.4	45.3	42.4
1. Rubber tires and tubes.....	1.281	1.241	58.80	55.99	45.9	45.1	45.6	42.9
2. Other rubber products.....	1.009	.987	45.92	45.08	45.5	45.7	44.8	41.7
Silk and rayon.....	.745	.733	32.09	30.64	43.0	41.8	42.1	42.2
Wool.....	.889	.887	38.12	37.99	42.9	42.8	41.4	41.4
1. Woolen and worsted goods.....	.877	.875	37.90	37.88	43.2	43.3	40.8	40.9
2. Other woolen products <sup>4</sup> .....	.907	.908	38.49	38.17	42.4	42.0	42.4	42.3
Foundries and machine shops.....	1.134	1.114	54.54	53.12 <sup>r</sup>	48.1	47.7	45.2	45.2
1. Foundries.....	1.086	1.073 <sup>r</sup>	50.54	49.53 <sup>r</sup>	46.5	46.1 <sup>r</sup>	43.5	43.4
2. Machines and machine tools.....	1.091	1.083	54.52	53.54	50.0	49.4	47.8	47.9
3. Heavy equipment.....	1.231	1.195	58.26	56.58	47.3	47.4	45.7	45.7
4. Hardware and small parts.....	1.068	1.056	50.74	49.79	47.5	47.2	44.7	44.7
5. Other products.....	1.117	1.098	54.05	52.33	48.4	47.7	44.3	44.3
25 INDUSTRIES.....	\$1.035	\$1.020 <sup>r</sup>	\$47.16	\$46.25 <sup>r</sup>	45.3	45.1 <sup>r</sup>	43.4	43.2
Cement.....	\$.869	\$.848	\$35.20	\$36.17	40.5	42.7	42.1	42.1
Petroleum refining.....	1.253	1.237	56.07	57.17	44.7	46.2	41.8	40.6
27 INDUSTRIES.....	\$1.037	\$1.022 <sup>r</sup>	\$47.20	\$46.33 <sup>r</sup>	45.3	45.1 <sup>r</sup>	43.4	43.2
Aircraft.....	\$1.063	\$1.051	\$49.00	\$47.97	46.1	45.6	47.1	47.1
Shipbuilding.....	1.309	1.284 <sup>r</sup>	60.92	59.98 <sup>r</sup>	46.5	46.7	47.8	47.8 <sup>r</sup>

See footnotes on page 458



steel industry. Weekly earnings in September in the individual industries ranged from \$28.01 in the boot and shoe industry to \$58.46 in the automobile industry.

Weekly earnings have risen 54.1% since January, 1941. When changes in the cost of living are taken into consideration, "real" weekly earnings have risen 28.8% since that date.

### WAGE RATE CHANGES

About 0.8% of the workers in the twenty-five industries received wage-rate increases averaging 6.9% in September. Pay rises were granted in fifteen industries and ranged from 4.3% for 1.4% of the wage earners in "other foundries products" to 8.7% for 0.2% of the workers in the chemical industry. The largest average increase for "all workers" occurred in heavy foundries and in the machine and machine tool industries and amounted to 0.25%.

### EMPLOYMENT, MAN HOURS AND PAYROLLS

The number of wage earners in the twenty-five industries was increased 0.2% in September. Since January, 1941, 36.7% more persons have been employed in these industries. The total number of man hours worked was 0.7% greater in September than in August and 54.1% greater than in January, 1941. Total payrolls disbursed went up 2.2% in September and exceeded payroll disbursements in January, 1941, by 110.5%.

### CHEMICALS

The averages for the chemical industry shown in the accompanying tables form a revised series and are not entirely comparable with those shown in previous months. Employment has been adjusted to the levels of the 1939 Census of Manufactures, and reports received too late for inclusion in the regular monthly averages have been added. The complete revised series is available upon request.

### CEMENT AND PETROLEUM

Average weekly earnings of workers in both the cement and petroleum industries declined sharply in September because of curtailed working hours. Average hourly earnings were greater than in any previous month but were offset by a shorter average work week.

### AIRCRAFT AND SHIPBUILDING

Weekly earnings of workers in aircraft factories and in shipyards rose to new peaks in September. The average weekly return of aircraft workers was \$49.00 for 46.1 hours of work, and for shipyard workers it was \$60.92 for 46.5 hours of work. The increase was relatively greater for aircraft workers, so that the gap between earnings in the two industries was slightly narrowed. However, an extra half-hour on the average was worked in the aircraft industry while workers in shipyards re-

### EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, SEPTEMBER, 1943

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real a							
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	196.9	194.4	187.0	182.4	181.7	178.0	185.7	180.4	176.2	169.0	347.3	329.0
Automobile <sup>1</sup> .....	207.4	204.0 <sub>r</sub>	194.0	195.4 <sub>r</sub>	188.5	190.6 <sub>r</sub>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe <sup>6</sup> .....	144.0	141.8	123.9	124.5	120.4	121.5	87.5	89.4	75.4	78.6	108.4	111.3
Chemical <sup>6</sup> .....	209.6	207.7	188.6	187.1	183.3	182.5	180.3	178.9	162.1	161.2	340.0	334.7
Cotton—North.....	170.8	167.0	150.3	151.2	151.9	147.5	45.1	46.6	41.2	42.1	70.5	70.5
Electrical manufacturing.....	189.3	188.0	185.8	182.9	180.6	178.4	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture <sup>2</sup> .....	189.7	188.2	184.9	183.8	179.7	179.3	147.1	146.0	143.4	142.6	272.0	268.3
Hosiery and knit goods.....	205.0	199.5	181.4	175.7	176.3	171.4	84.5	86.1	74.6	75.9	153.3	151.3
Iron and steel <sup>3</sup> .....	194.6	190.1 <sub>r</sub>	153.5	142.8 <sub>r</sub>	149.2	139.3 <sub>r</sub>	123.7	124.8 <sub>r</sub>	97.1	93.2 <sub>r</sub>	189.9	178.2 <sub>r</sub>
Leather tanning and finishing.....	177.6	177.6	160.3	158.8	155.8	154.9	73.2	75.4	66.1	67.5	117.3	119.7
Lumber and millwork <sup>7</sup> .....	228.1	226.2 <sub>r</sub>	212.3	213.6 <sub>r</sub>	206.3	208.4 <sub>r</sub>	59.7	60.6 <sub>r</sub>	55.6	57.1 <sub>r</sub>	126.7	129.4 <sub>r</sub>
Meat packing.....	186.3	188.2	176.4	181.3	171.4	176.9	129.1	130.8	122.4	126.4	227.7	237.1
Paint and varnish.....	176.8	182.2	167.0	168.6	162.3	164.5	142.7	141.7	134.7	131.2	238.3	238.9
Paper and pulp.....	175.4	175.0	162.3	158.4	157.7	154.5	111.8	113.1	103.4	102.1	181.5	179.2
Paper products.....	180.3	176.8	166.6	163.8	161.9	159.8	182.0	184.0	168.5	171.3	303.2	301.4
Printing—book and job.....	153.0	155.1	141.8	143.0	137.8	139.5	117.7	121.4	109.0	111.9	166.9	173.6
Printing—news and magazine.....	167.2	163.8 <sub>r</sub>	157.0	148.4 <sub>r</sub>	152.6	144.8 <sub>r</sub>	121.8	121.9 <sub>r</sub>	114.5	110.6 <sub>r</sub>	191.2	180.9 <sub>r</sub>
Rubber.....	186.9	180.8	191.0	183.1	185.6	178.6	119.2	119.2	121.6	120.7	227.7	218.3
Silk and rayon.....	150.2	147.8	139.3	133.0	135.4	129.8	84.8	85.4	78.4	76.8	118.1	113.6
Wool.....	176.0	175.6	159.0	158.5	154.5	154.6	76.5	75.4	69.1	67.9	121.6	119.5
Foundries and machine shops.....	197.9	194.4	192.2	187.2 <sub>r</sub>	186.8	182.6 <sub>r</sub>	247.3	247.0	239.9	237.6	475.3	462.4 <sub>r</sub>
1. Foundries.....	184.1	181.9 <sub>r</sub>	170.7	167.3 <sub>r</sub>	165.9	163.2 <sub>r</sub>	155.5	156.6 <sub>r</sub>	144.0	143.8 <sub>r</sub>	265.4	262.0 <sub>r</sub>
2. Machines and machine tools.....	198.7	197.3	199.7	196.1	194.1	191.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	183.7	178.4	176.4	171.4	171.4	167.2	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	208.6	206.3	204.5	200.7	198.7	195.8	218.8	217.1	214.2	211.2	447.4	435.7
5. Other products.....	199.5	196.1	197.8	191.5	192.2	186.8	274.7	270.9	272.5	264.7	543.4	518.8
25 INDUSTRIES.....	191.3	188.5 <sub>r</sub>	177.2	173.8 <sub>r</sub>	172.2	169.6 <sub>r</sub>	149.1	148.8 <sub>r</sub>	137.3	136.4 <sub>r</sub>	264.2	258.6 <sub>r</sub>

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."

See footnotes on page 458



## EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, SEPTEMBER, 1942

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$1.124	\$1.109	\$53.05	\$51.69	47.2	46.6	\$ .881	\$ .856r	\$40.05	\$38.49	45.5	45.0r
Automobile <sup>1</sup> .....	1.374	1.351r	62.25	63.01r	45.3	46.7r	1.097	1.066r	46.55	45.28r	42.4	42.5
Boot and shoe <sup>6</sup> .....	.850	.832	34.28	34.16	40.3	41.1	.591	.582	22.68	22.85	38.4	39.3
Chemical <sup>6</sup> .....	1.134	1.125	52.10	51.59	45.9	45.8	.725	.708	30.24	30.17	41.7	42.6
Rayon and allied products.....	1.036	1.019	47.35	45.86	45.7	45.0	.709	.686	28.01	27.51	39.5	40.1
Cotton—North.....	.826	.811	38.24	36.73	46.3	45.3	.677	.659	27.58	27.03	40.7	41.0
Electrical manufacturing.....	1.220	1.212	59.24	58.27	48.5	48.1	.814	.805	35.80	35.05	44.0	43.6
Furniture <sup>2</sup> .....	1.050	1.043	50.81	50.70	48.4	48.6	.795	.780	34.76	33.96	43.7	43.6
Hosiery and knit goods.....	1.070	1.035	46.65	44.54	43.6	43.0	.657	.637	26.18	25.35	39.8	39.8
Iron and steel <sup>3</sup> .....	1.175	1.146r	53.57	49.57r	45.6	43.3r	.852	.850r	34.40	34.11r	40.4	40.1r
Leather tanning and finishing.....	.888	.890	38.71	38.31	43.6	43.0	.706	.702	28.05	28.09	39.7	40.0
Lumber and millwork <sup>7</sup> .....	1.095	1.086	50.75	51.15	46.4	47.1	.782	.765	32.65	31.39	41.7	41.0
Meat packing.....	.928	.940	45.13	46.50	48.6	49.4	.682	.684	28.52	29.27	41.8	42.8
Paint and varnish.....	.982	.989	46.35	44.84	47.2	45.3	.787	.687	32.90	28.77	41.8	41.9
Paper and pulp.....	.909	.906	44.21	43.10	48.6	47.5	.655	.652	27.43	26.76	41.9	41.0
Paper products.....	.955	.934	44.30	43.33	46.4	46.4	.626	.616	25.83	25.56	41.2	41.5
Printing—book and job.....	1.181	1.185	51.24	50.67	43.4	42.8	.628	.655	25.67	27.09	40.9	41.4
Printing—news and magazine.....	1.259	1.235r	53.50	50.53r	42.5	40.9r	.738	.713r	30.60	28.87r	41.5	40.5r
Rubber.....	1.331	1.294	63.77	61.51	47.9	47.5	.865	.827	36.45	34.54	42.1	41.8
1. Rubber tires and tubes.....	1.404	1.364	66.53	63.51	47.4	46.6	.973	.932	41.47	38.91	42.6	41.8
2. Other rubber products.....	1.198	1.178	58.55	57.98	48.9	49.2	.759	.737	31.66	30.77	41.7	41.8
Silk and rayon.....	.840	.826	37.94	35.92	45.2	43.5	.610	.604	24.55	23.95	40.3	39.7
Wool.....	.958	.957	42.39	42.13	44.3	44.0	.775	.771	31.68	31.54	40.9	40.9
1. Woolen and worsted goods.....	.942	.938	42.01	41.73	44.6	44.5	.786	.781	32.49	32.56	41.3	41.7
2. Other woolen products <sup>4</sup> .....	.981	.985	42.94	42.70	43.8	43.4	.752	.748	30.00	29.50	39.9	39.4
Foundries and machine shops.....	1.189	1.167	57.99	56.54r	48.8	48.5	.862	.843r	38.87	37.25r	45.1	44.2
1. Foundries.....	1.112	1.097r	52.41	51.30r	47.1	46.7r	.829	.825r	34.00	33.65r	41.0	40.8r
2. Machines and machine tools.....	1.158	1.153	58.95	58.13	50.9	50.4	.827	.805	38.65	37.03	46.7	46.0
3. Heavy equipment.....	1.250	1.212	59.44	57.65	47.6	47.6	.840	.843	35.96	36.44	42.8	43.3
4. Hardware and small parts.....	1.151	1.139	56.48	55.53	49.1	48.8	.821	.807	35.63	34.70	43.4	43.0
5. Other products.....	1.183	1.161	58.27	56.56	49.3	48.7	.897	.876	41.08	38.84	45.8	44.3
25 INDUSTRIES.....	\$1.129	\$1.112	\$52.69	\$51.64r	46.6	46.4r	\$ .717	\$ .705	\$29.71	\$29.15r	41.2	41.2
Cement.....	\$ .869	\$ .848	\$35.20	\$36.17	40.5	42.7	....	....	....	....	....	....
Petroleum refining.....	1.253	1.237	56.07	57.17	44.7	46.2	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.128	\$1.112r	\$52.60	\$51.60r	46.6	46.3r	....	....	....	....	....	....
Aircraft.....	\$1.148	\$1.128	\$54.66	\$52.99	47.6	47.0	\$ .920	\$ .915	\$40.25	\$39.70	43.7	43.4
Shipbuilding.....	1.321	1.294	61.66	60.57r	46.7	46.8	1.031	1.038r	45.41	45.74r	44.1	44.1r

See footnotes on page 458

ceived a higher weekly return even though their work week was on the average a trifle shorter than in August.

## LABOR STATISTICS IN SEPTEMBER

Hourly earnings rose 1.5% in September to \$1.035. They were 8.2% above those a year before and 75.4% more than the average for 1929.

Weekly earnings averaged \$47.16 in September, up 2.0% from August, 12.8% from September, 1942, and 65.2% from 1929.

"Real" weekly earnings—dollar weekly earnings adjusted for changes in the cost of living—increased 1.5% in September, or 8.2% above a year before and 60.6% above the 1929 average.

Hours per week advanced 0.2—or 0.4%—from August

to September. They were 1.9 or 4.4% greater than in September last year and were only 3 hours or 6.2% below the 1929 average.

Employment at 149.1 (1923=100) in September had gained 0.2% in a month, 6.8% in a year and 47.6% since 1929.

Man hours rose 0.7% from August to September and reached a level 11.5% above that in September, 1942, and 38.4% above the average for 1929.

Payrolls in September stood at 264.2 (1923=100). They exceeded August payrolls by 2.2%, those of a year before by 20.5% and 1929 payrolls by 143.7%.

ETHEL B. DUNN  
Division of Labor Statistics



## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, SEPTEMBER, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$ .918	\$ .897 <sup>r</sup>	\$43.26	\$42.00 <sup>r</sup>	47.1	46.8	\$1.151	\$1.139	\$54.36	\$53.04 <sup>r</sup>	47.2	46.6
Automobile <sup>1</sup> .....	1.098	1.090 <sup>r</sup>	49.24	51.18 <sup>r</sup>	44.8	47.0 <sup>r</sup>	1.410	1.387 <sup>r</sup>	63.93	64.64 <sup>r</sup>	45.3	46.6
Boot and shoe <sup>2</sup> .....	.462	.457	19.65	19.58	42.6	42.9	.865	.846	34.83	34.69	40.3	41.0
Chemical <sup>3</sup> .....	.913	.903	42.51	42.05	46.5	46.5	1.207	1.200	55.22	54.75	45.8	45.6
Rayon and allied products.....	.764	.755	34.46	33.22	45.1	44.0	1.066	1.049	48.82	47.31	45.8	45.1
Cotton—North.....	.738	.731	32.55	32.86	44.1	45.0	.868	.851	41.17	38.65	47.5	45.4
Electrical manufacturing.....	.888	.890	41.13	41.54	46.3	46.7	1.260	1.250	61.49	60.34	48.8	48.3
Furniture <sup>2</sup> .....	.848	.823	41.49	40.76	48.9	49.5	1.087	1.086	52.46	52.56	48.3	48.4
Hosiery and knit goods.....	.676	.649	30.80	28.74	45.6	44.3	1.106	1.071	48.03	45.97	43.4	42.9
Iron and steel <sup>3</sup> .....	.879	.874 <sup>r</sup>	40.80	37.03 <sup>r</sup>	46.4	42.4 <sup>r</sup>	1.237	1.202 <sup>r</sup>	56.16	52.21 <sup>r</sup>	45.4	43.4 <sup>r</sup>
Leather tanning and finishing.....	.649	.651	27.52	27.30	42.4	41.9	.956	.959	42.02	41.59	43.9	43.4
Lumber and millwork <sup>7</sup> .....	.806	.797	35.70	36.24	44.3	45.5	1.173	1.168	55.10	55.52	47.0	47.6
Meat packing.....	.765	.772	36.64	38.21	47.9	49.5	1.006	1.025	49.24	50.65	49.0	49.4
Paint and varnish.....	.822	.817	37.15	35.94	45.2	44.0	1.049	1.073	50.88	49.40	48.5	46.0
Paper and pulp.....	.757	.756	35.46	35.33	46.8	46.7	.974	.977	48.15	46.84	49.4	47.9
Paper products.....	.729	.714	32.20	31.53	44.2	44.1	1.046	1.028	49.51	48.77	47.3	47.4
Printing—book and job.....	.833	.851	36.04	36.30	43.3	42.6	1.302	1.304	56.57	55.83	43.4	42.8
Printing—news and magazine.....	.792	.774 <sup>r</sup>	31.44	30.37 <sup>r</sup>	39.7	39.2 <sup>r</sup>	1.382	1.361 <sup>r</sup>	59.85	56.34 <sup>r</sup>	43.3	41.4 <sup>r</sup>
Rubber.....	1.010	.990	46.46	45.84	46.0	46.3	1.340	1.302	64.26	61.93	48.0	47.6
1. Rubber tires and tubes.....	1.079	1.063	49.53	49.54	45.9	46.6	1.414	1.373	67.09	63.92	47.4	46.6
2. Other rubber products.....	.720	.724	33.46	32.69	46.5	45.1	1.206	1.186	59.03	58.48	48.9	49.3
Wool.....	.784	.784	33.86	34.08	43.2	43.5	1.040	1.042	46.61	46.19	44.8	44.3
1. Woolen and worsted goods.....	.800	.798	34.02	33.95	42.5	42.5	1.030	1.026	47.45	47.05	46.1	45.8
2. Other woolen products <sup>4</sup> .....	.744	.752	33.45	34.42	45.0	45.8	1.052	1.061	45.69	45.24	43.4	42.6
Foundries and machine shops.....	.949	.943 <sup>r</sup>	45.64	45.03 <sup>r</sup>	48.1	47.8	1.226	1.203	59.96	58.44	48.9	48.6
1. Foundries.....	.893	.883 <sup>r</sup>	40.90	40.35 <sup>r</sup>	45.8	45.7 <sup>r</sup>	1.188	1.175 <sup>r</sup>	56.63	55.38	47.6	47.1 <sup>r</sup>
2. Machines and machine tools.....	.963	.983	48.23	49.05	50.1	49.9	1.187	1.179	60.57	59.51	51.0	50.5
3. Heavy equipment.....	.951	.947	44.63	44.61	46.9	47.1	1.288	1.249	61.40	59.52	47.7	47.7
4. Hardware and small parts.....	.942	.927	46.93	45.16	49.8	48.7	1.185	1.174	58.04	57.24	49.0	48.8
5. Other products.....	.975	.958	47.67	46.25	48.9	48.3	1.211	1.189	59.74	58.02	49.3	48.8
24 INDUSTRIES <sup>5</sup> .....	\$ .868	\$ .861 <sup>r</sup>	\$40.05	\$39.71	46.0	46.0 <sup>r</sup>	\$1.191	\$1.174 <sup>r</sup>	\$55.79	\$54.64 <sup>r</sup>	46.8	46.5 <sup>r</sup>
Cement.....	\$ .764	\$ .747	\$31.10	\$32.51	40.7	43.5	\$ .884	\$ .864	\$35.80	\$36.72	40.5	42.5
Petroleum refining.....	.944	.934	38.30	38.58	40.6	41.3	1.288	1.271	58.30	59.53	45.3	46.8
26 INDUSTRIES <sup>5</sup> .....	\$ .868	\$ .861 <sup>r</sup>	\$39.95	\$39.63 <sup>r</sup>	45.9	46.0 <sup>r</sup>	\$1.190	\$1.173 <sup>r</sup>	\$55.67	\$54.58 <sup>r</sup>	46.7	46.4 <sup>r</sup>
Aircraft.....	\$ .995	\$ .996	\$44.09	\$44.35	44.3	44.5	\$1.156	\$1.135	\$55.30	\$53.48	47.8	47.1
Shipbuilding.....	.988	.969 <sup>r</sup>	44.81	43.82 <sup>r</sup>	45.3	45.2 <sup>r</sup>	1.378	1.349 <sup>r</sup>	64.61	63.53 <sup>r</sup>	46.9	47.1

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

<sup>2</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>3</sup>Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

<sup>4</sup>Principally rugs.

<sup>5</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

<sup>6</sup>Revised series; data for earlier months available upon request. Actual average figures revised since June, 1939; index numbers since January, 1935.

<sup>7</sup>Beginning with August, 1943, earnings and hours data for female wage earners are also presented. Figures for all wage earners and all male previously published are comparable to all male currently shown.

<sup>8</sup>Indexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

<sup>r</sup>Revised.

n.a. Not available for publication; included in total indexes.

## Reporting with Cartoons

Nearly everybody enjoys cartoons. In recognition of this, alert executives of General Mills, Inc. employed a popular cartoonist this year to translate statistics into drawings and presented the series of ten cartoons in a special edition of the company's annual report.

A cheerful little chap pulls a wagon load of General Mills money bags, distributing them to various individuals, for various purposes. The farmer gets a whopping big share (raw materials); the General Mills family receives the next largest number of bags (wages and

salaries); Uncle Sam is on hand waiting for his share; investors smile when the little fellow gets around to them; and a call is made at the bank to deposit a share for the employees' retirement fund and also to deposit the surplus. The cartoons depict "Who Got the \$217,000,000?"

For those who want to study the financial transactions of the company in more detail, a review of the year's work as it was presented in a speech at the annual meeting is included as part of the report.



# Cost of Living, United States and 70 Cities, October

THE cost of living on a wartime budget for wage earners' families in the United States continued upward with a further rise of 0.6% in October. Costs of sundries rose the most, 1.1%. A greater-than-usual gain of 0.9% occurred in clothing prices which reflected in part the disappearance of lower-price lines. Food costs rose another 0.5% because of advances in egg and green vegetable prices. Fuel and light costs were up 0.1% over the month while the level of housing remained unchanged. THE CONFERENCE BOARD's index of living costs stands now at 103.7 (1923=100), 3.9% above a

year ago and 20.6% higher than in January, 1941.

Living costs in the 70 industrial cities surveyed rose in 54 cities, remained unchanged in 4, and declined in 12. The largest rise, 1.8%, occurred in Bridgeport, Oakland, and San Francisco and the greatest decline, 0.5%, in Anderson, Atlanta and New Orleans.

Revised indexes for Oakland, California, and Wausau, Wisconsin, are incorporated in this issue. Indexes for Green Bay, Wisconsin, appear for the first time.

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Division of Labor Statistics

## CHANGES IN THE COST OF LIVING ON A WARTIME BUDGET, OCTOBER, 1943

Item	Index Numbers, 1923=100			Percentage Changes	
	October, 1943	September, 1943	October, 1942	September, 1943 to October, 1943	October, 1942 to October, 1943
Food <sup>1</sup> .....	112.6	112.0	105.3	+0.5	+6.9
Housing.....	90.8	90.8	90.8	0	0
Clothing.....	90.6	89.8	88.5	+0.9	+2.4
Men's.....	99.7	99.5	97.9	+0.2	+1.8
Women's.....	81.4	80.1	79.0	+1.6	+3.0
Fuel and light <sup>2</sup> .....	92.7	92.6	90.5	+0.1	+2.4
Electricity.....	67.2	67.2	67.5	0	-0.4
Gas.....	94.6	94.6	94.8	0	-0.2
Sundries.....	108.6	107.4	105.3	+1.1	+3.1
Weighted average of all items.....	103.7	103.1	99.8	+0.6	+3.9
Purchasing value of dollar.....	96.4	97.0	100.2	-0.6	-3.8

<sup>1</sup>Based on food price indexes of THE CONFERENCE BOARD, for October 15, 1942, September 15, 1943, and October 15, 1943.

<sup>2</sup>Includes fuel as well as electricity and gas.

## COST OF LIVING IN 66 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943		Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
<b>Akron</b>						<b>Baltimore</b>					
Food.....	149.7	150.5	144.5	-0.5	+3.6	Food.....	150.9	150.5	136.3	+0.3	+10.7
Housing.....	113.7	113.7	113.7	0	0	Housing.....	103.2	103.2	103.2	0	0
Clothing.....	123.3	121.4	121.2	+1.6	+1.7	Clothing.....	122.2	120.9	120.3	+1.1	+1.6
Fuel and light.....	109.0	109.0	108.9	0	+0.1	Fuel and light.....	104.9	104.9	102.7	0	+2.1
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	133.9	133.8	130.6	+0.1	+2.5
Sundries.....	115.8	115.2	108.9	+0.5	+6.3	Sundries.....	118.7	118.6	109.5	+0.1	+8.4
Weighted Total.....	125.8	125.6	122.0	+0.2	+3.1	Weighted Total.....	127.2	126.9	119.3	+0.2	+6.6
<b>Anderson, Ind.</b>						<b>Birmingham</b>					
Food.....	154.2	157.0	139.6	-1.8	+10.5	Food.....	156.8	156.2	139.7	+0.4	+12.2
Housing.....	111.7	111.7	111.7	0	0	Housing.....	105.7	105.7	105.7	0	0
Clothing.....	131.7	130.9	131.1	+0.6	+0.5	Clothing.....	126.8	125.1	124.6	+1.4	+1.8
Fuel and light.....	113.6	113.2	109.5	+0.4	+3.7	Fuel and light.....	100.6	100.6	98.8	0	+1.8
Housefurnishings.....	142.1	142.1	142.1	0	0	Housefurnishings.....	117.8	117.8	117.8	0	0
Sundries.....	117.6	117.6	114.6	0	+2.6	Sundries.....	112.5	110.8	110.1	+1.5	+2.2
Weighted Total.....	130.6	131.3	125.0	-0.5	+4.5	Weighted Total.....	125.2	124.3	119.1	+0.7	+5.1
<b>Atlanta</b>						<b>Boston</b>					
Food.....	151.3	153.5	134.9	-1.4	+12.2	Food.....	140.7	139.9	130.7	+0.6	+7.7
Housing.....	99.2	99.2	99.2	0	0	Housing.....	103.5	103.5	103.8	0	-0.3
Clothing.....	124.7	123.2	123.4	+1.2	+1.1	Clothing.....	126.8	125.2	125.0	+1.3	+1.4
Fuel and light.....	111.6	111.6	107.9	0	+3.4	Fuel and light.....	121.0	120.7	118.0	+0.2	+2.5
Housefurnishings.....	117.9	117.9	117.1	0	+0.7	Housefurnishings.....	122.5	122.5	122.5	0	0
Sundries.....	112.4	112.4	109.3	0	+2.8	Sundries.....	111.8	111.8	109.6	0	+2.0
Weighted Total.....	123.5	124.1	117.1	-0.5	+5.5	Weighted Total.....	123.1	122.6	118.7	+0.4	+3.7

r Revised



# COST OF LIVING IN 66 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943		Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
<b>Bridgeport</b>						<b>Denver</b>					
Food.....	143.9	139.3	134.9	+3.3	+6.7	Food.....	143.9	143.1	135.5	+0.6	+6.2
Housing.....	106.5	106.5	106.9	0	-0.4	Housing.....	105.6	105.6	105.6	0	0
Clothing.....	125.8	125.8	124.5	0	+1.0	Clothing.....	126.5	122.5	121.0	+3.3	+4.5
Fuel and light.....	115.6	115.6	112.4	0	+2.8	Fuel and light.....	99.0	99.0	96.5	0	+2.6
Housefurnishings.....	126.4	126.4	126.4	0	0	Housefurnishings.....	124.5	124.5	122.5	0	+1.6
Sundries.....	125.4	123.0	114.2	+2.0	+9.8	Sundries.....	116.7	112.7	109.9	+3.5	+6.2
Weighted Total....	127.0	124.8	120.8	+1.8	+5.1	Weighted Total....	123.4	121.6	117.9	+1.5	+4.7
<b>Buffalo</b>						<b>Des Moines</b>					
Food.....	144.1	143.4	136.6	+0.5	+5.5	Food.....	142.1	142.5 <sup>r</sup>	135.9	-0.3	+4.6
Housing.....	114.7	114.7	114.7	0	0	Housing.....	105.3	105.3	105.3	0	0 <sup>3</sup>
Clothing.....	119.2	118.6	118.5	+0.5	+0.6	Clothing.....	129.6	128.7	126.7	+0.7	+2.3
Fuel and light.....	106.0	106.0	102.8	0	+3.1	Fuel and light.....	109.9	109.4	108.5	+0.5	+1.3
Housefurnishings.....	128.1	126.1	125.5	+1.6	+2.1	Housefurnishings.....	123.8	123.8	123.8	0	0
Sundries.....	109.6	109.3	106.8	+0.3	+2.6	Sundries.....	111.7	111.3	110.4	+0.4	+1.2
Weighted Total....	123.1	122.6	119.5	+0.4	+3.0	Weighted Total....	121.3	121.1 <sup>r</sup>	118.5	+0.2	+2.4
<b>Chattanooga</b>						<b>Detroit</b>					
Food.....	156.9	157.2	140.1	-0.2	+12.0	Food.....	148.4	148.3	140.3	+0.1	+5.8
Housing.....	103.0	103.0	103.7	0	-0.7	Housing.....	107.0	107.0	107.0	0	0
Clothing.....	119.5	118.7	118.2	+0.7	+1.1	Clothing.....	128.6	128.1	124.6	+0.4	+3.2
Fuel and light.....	90.7	90.7	87.4	0	+3.8	Fuel and light.....	107.8	108.2	106.0	-0.4	+1.7
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	122.1	122.1	122.2	0	-0.1
Sundries.....	108.0	107.6	106.7	+0.4	+1.2	Sundries.....	118.5	118.2	113.8	+0.3	+4.1
Weighted Total....	123.3	123.2	117.2	+0.1	+5.2	Weighted Total....	126.0	125.8	121.7	+0.2	+3.5
<b>Chicago</b>						<b>Duluth</b>					
Food.....	138.8	139.6	132.8	-0.6	+4.5	Food.....	147.2	145.7	134.5	+1.0	+9.4
Housing.....	105.8	105.8	105.5	0	+0.3	Housing.....	100.2	100.2 <sup>r</sup>	100.6	0	-0.4
Clothing.....	125.3	124.4	122.2	+0.7	+2.5	Clothing.....	129.0	128.1	124.2	+0.7	+3.9
Fuel and light.....	100.3	100.3	99.7	0	+0.6	Fuel and light.....	105.3	105.3	99.8	0	+5.5
Housefurnishings.....	124.9	124.9	124.7	0	+0.2	Housefurnishings.....	137.7	107.7	129.1	0	+6.7
Sundries.....	106.7	106.0	104.7	+0.7	+1.9	Sundries.....	110.8	110.9	108.7	-0.1	+1.9
Weighted Total....	119.0	119.0	116.1	0	+2.5	Weighted Total....	123.7	123.1	117.6	+0.5	+5.2
<b>Cincinnati</b>						<b>Erie, Pa.</b>					
Food.....	143.3	142.9	136.6	+0.3	+4.9	Food.....	159.1	157.0	143.7	+1.3	+10.7
Housing.....	100.9	100.9	101.5	0	-0.6	Housing.....	109.9	109.9	109.9	0	0
Clothing.....	133.1	129.8	128.6	+2.5	+3.5	Clothing.....	134.5	134.5	132.2	0	+1.7
Fuel and light.....	103.5	103.5	102.3	0	+1.2	Fuel and light.....	109.7	109.7	107.1	0	+2.4
Housefurnishings.....	124.1	124.1	124.1	0	0	Housefurnishings.....	129.8	129.8	129.8	0	0
Sundries.....	109.0	108.2	106.5	+0.7	+2.3	Sundries.....	118.9	118.8	117.6	+0.1	+1.1
Weighted Total....	122.4	121.7	119.0	+0.6	+2.9	Weighted Total....	131.4	130.7	125.4	+0.5	+4.8
<b>Cleveland</b>						<b>Fall River</b>					
Food.....	143.8	140.6	132.9	+2.3	+8.2	Food.....	141.2	140.3 <sup>r</sup>	136.3	+0.6	+3.6
Housing.....	109.7	109.7	109.7	0	0	Housing.....	104.3	104.3	104.3	0	0
Clothing.....	129.0	127.4	126.8	+1.3	+1.7	Clothing.....	127.9	121.8	118.8	+5.0	+7.7
Fuel and light.....	102.9	103.0	101.2	-0.1	+1.7	Fuel and light.....	115.5	115.5	110.9	0	+4.1
Housefurnishings.....	122.0	121.8	118.2	+0.2	+3.2	Housefurnishings.....	114.3	114.3	114.3	0	0
Sundries.....	115.5	114.5	110.0	+0.9	+5.0	Sundries.....	116.0	116.0	115.0	0	+0.9
Weighted Total....	123.9	122.5	118.6	+1.1	+4.5	Weighted Total....	123.8	122.8 <sup>r</sup>	120.4	+0.8	+2.8
<b>Dallas</b>						<b>Flint, Mich.</b>					
Food.....	147.0	147.9	136.4	-0.6	+7.8	Food.....	160.8	159.6	148.3	+0.8	+8.4
Housing.....	105.6	105.6	105.6	0	0	Housing.....	109.9	109.9	109.9	0	0
Clothing.....	125.4	123.0	122.7	+2.0	+2.2	Clothing.....	130.7	129.3	129.5	+1.1	+0.9
Fuel and light.....	93.3	93.3	93.3	0	0	Fuel and light.....	114.0	114.0	109.8	0	+3.8
Housefurnishings.....	127.9	127.9	127.9	0	0	Housefurnishings.....	128.0	125.4	123.2	+2.1	+3.9
Sundries.....	111.9	111.8	109.2	+0.1	+2.5	Sundries.....	122.4	122.3	117.1	+0.1	+4.5
Weighted Total....	122.1	122.1	118.0	0	+3.5	Weighted Total....	132.7	132.1	126.8	+0.5	+4.7
<b>Dayton</b>						<b>Front Royal, Va.</b>					
Food.....	145.8	146.7	132.9	-0.6	+9.7	Food.....	166.5	166.4	150.9	+0.1	+10.3
Housing.....	105.9	105.9	105.1	0	+0.8	Housing.....	103.6	103.6	101.0	0	+2.6
Clothing.....	122.4	122.4	121.4	0	+0.8	Clothing.....	132.3	132.3	127.9	0	+3.4
Fuel and light.....	103.7	103.7	102.3	0	+1.4	Fuel and light.....	103.9	103.9	103.9	0	0
Housefurnishings.....	127.9	127.9	127.5	0	+0.3	Housefurnishings.....	135.3	135.3 <sup>r</sup>	126.9	0	+6.6
Sundries.....	109.6	109.4	106.3	+0.2	+3.1	Sundries.....	111.5	111.3	107.5	+0.2	+3.7
Weighted Total....	122.3	122.5	116.9	-0.2	+4.6	Weighted Total....	127.0	126.9 <sup>r</sup>	120.2	+0.1	+5.7

<sup>r</sup>Revised



# COST OF LIVING IN 66 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943		Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
<b>Grand Rapids</b>						<b>Louisville</b>					
Food.....	147.0	146.2	136.7	+0.5	+7.5	Food.....	146.3	146.6 <sup>r</sup>	133.5	-0.2	+9.6
Housing.....	106.5	106.5	106.6	0	-0.1	Housing.....	103.9	103.9	104.5	0	-0.6
Clothing.....	128.0	126.5	121.5	+1.2	+5.3	Clothing.....	120.7	119.9	119.4	+0.7	+1.1
Fuel and light.....	108.9	108.9	106.7	0	+2.1	Fuel and light.....	110.9	110.5	108.0	+0.4	+2.7
Housefurnishings.....	134.8	133.3	132.7	+1.1	+1.6	Housefurnishings.....	127.7	127.7	127.7	0	0
Sundries.....	116.6	116.5	113.9	+0.1	+2.4	Sundries.....	108.5	107.8	107.1	+0.6	+1.3
Weighted Total.....	125.4	124.8	120.6	+0.5	+4.0	Weighted Total.....	123.2	123.0 <sup>r</sup>	118.1	+0.2	+4.3
<b>Green Bay, Wis.<sup>1</sup></b>						<b>Lynn</b>					
Food.....	132.0	129.6	124.2	+1.9	+6.3	Food.....	142.4	141.4	131.3	+0.7	+8.5
Housing.....	100.4	100.4	100.6	0	-0.2	Housing.....	104.5	104.5	104.5	0	0
Clothing.....	128.3	127.7	125.7	+0.5	+2.1	Clothing.....	124.1	123.8	123.3	+0.2	+0.6
Fuel and light.....	106.4	106.4	101.8	0	+4.5	Fuel and light.....	115.9	116.0	114.0	-0.1	+1.7
Housefurnishings.....	123.4	123.4	123.2	0	+0.2	Housefurnishings.....	125.6	125.6	125.6	0	0
Sundries.....	112.3	111.3	110.0	+0.9	+2.1	Sundries.....	112.6	111.0	110.0	+1.4	+2.4
Weighted Total.....	118.5	117.4	114.8	+0.9	+3.2	Weighted Total.....	123.7	122.9	118.8	+0.7	+4.1
<b>Houston</b>						<b>Macon</b>					
Food.....	143.2	144.3	133.3	-0.8	+7.4	Food.....	156.8	158.5	140.2	-1.1	+11.8
Housing.....	105.7	105.7	105.7	0	0	Housing.....	115.9	115.9	115.9	0	0
Clothing.....	126.0	124.7	124.0	+1.0	+1.6	Clothing.....	122.7	119.3	116.6	+2.8	+5.2
Fuel and light.....	90.2	90.2	90.2	0	0	Fuel and light.....	100.5	100.5	99.3	0	+1.2
Housefurnishings.....	114.7	114.7	114.7	0	0	Housefurnishings.....	134.5	129.3	129.3	+4.0	+4.0
Sundries.....	109.6	109.4	108.5	+0.2	+1.0	Sundries.....	116.9	115.4	109.0	+1.3	+7.2
Weighted Total.....	119.8	119.9	116.2	-0.1	+3.1	Weighted Total.....	129.6	129.0	120.4	+0.5	+7.6
<b>Huntington, W. Va.</b>						<b>Manchester, N. H.</b>					
Food.....	148.2	149.6	134.9	-0.9	+9.9	Food.....	145.3	146.1	132.8	-0.5	+9.4
Housing.....	111.7	111.7	111.7	0	0	Housing.....	102.9	102.9	103.0	0	-0.1
Clothing.....	123.3	121.8	118.3	+1.2	+4.2	Clothing.....	120.0	120.0	119.2	0	+0.7
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	109.5	109.5	105.5	0	+3.8
Housefurnishings.....	126.2	126.2	123.6	0	+2.1	Housefurnishings.....	125.2	125.2	123.8	0	+1.1
Sundries.....	111.5	111.2	110.4	+0.3	+1.0	Sundries.....	107.1	107.1	106.0	0	+1.0
Weighted Total.....	124.9	125.0	119.4	-0.1	+4.6	Weighted Total.....	123.0	123.3	117.7	-0.2	+4.5
<b>Indianapolis</b>						<b>Meadville, Pa.</b>					
Food.....	147.5	147.8 <sup>r</sup>	136.2	-0.2	+8.3	Food.....	148.6	147.9	137.9	+0.5	+7.8
Housing.....	107.9	107.9	107.9	0	0	Housing.....	110.8	110.8	110.8	0	0
Clothing.....	123.2	121.6	119.8	+1.3	+2.8	Clothing.....	117.2	117.1	117.7	+0.1	-0.4
Fuel and light.....	108.2	108.2	102.9	0	+5.2	Fuel and light.....	110.2	110.2	106.2	0	+3.8
Housefurnishings.....	124.7	124.7	124.5	0	+0.2	Housefurnishings.....	132.5	131.1	127.9	+1.1	+3.6
Sundries.....	114.3	112.6 <sup>r</sup>	111.0	+1.5	+3.0	Sundries.....	120.7	120.3	111.5	+0.3	+8.3
Weighted Total.....	124.3	123.8 <sup>r</sup>	119.1	+0.4	+4.4	Weighted Total.....	126.1	125.8	120.1	+0.2	+5.0
<b>Kansas City, Mo.</b>						<b>Memphis</b>					
Food.....	135.8	137.4	128.8	-1.2	+5.4	Food.....	159.9	161.6	144.2	-1.1	+10.9
Housing.....	105.2	105.2	105.2	0	0	Housing.....	109.4	109.4	109.4	0	0
Clothing.....	124.9	123.7	121.6	+1.0	+2.7	Clothing.....	129.8	128.5	127.9	+1.0	+1.5
Fuel and light.....	108.7	108.7	106.6	0	+2.0	Fuel and light.....	98.3	98.3	99.9	0	-1.6
Housefurnishings.....	120.9	120.9	120.9	0	0	Housefurnishings.....	128.6	128.6	127.5	0	+0.9
Sundries.....	116.2	114.1	112.9	+1.8	+2.9	Sundries.....	106.5	105.8	105.2	+0.7	+1.2
Weighted Total.....	120.6	120.4	116.9	+0.2	+3.2	Weighted Total.....	125.5	125.7	120.4	-0.2	+4.2
<b>Lansing</b>						<b>Milwaukee</b>					
Food.....	163.6	166.0	148.0	-1.4	+10.5	Food.....	139.3	137.6 <sup>r</sup>	131.5	+1.2	+5.9
Housing.....	98.0	98.0	98.0	0	0	Housing.....	103.4	103.4	103.8	0	+0.1
Clothing.....	129.3	126.1	124.1	+2.5	+4.2	Clothing.....	132.5	131.0	127.6	+1.1	+3.8
Fuel and light.....	102.1	102.1	98.7	0	+3.4	Fuel and light.....	107.6	107.6	104.0	0	+3.5
Housefurnishings.....	133.6	133.6	129.5	0	+3.2	Housefurnishings.....	126.8	125.5	125.1	+1.0	+1.4
Sundries.....	118.5	118.1	114.7	+0.3	+3.3	Sundries.....	112.6	112.6	111.4	0	+1.1
Weighted Total.....	127.9	128.2	121.2	-0.2	+5.5	Weighted Total.....	121.4	120.7 <sup>r</sup>	117.7	+0.6	+3.1
<b>Los Angeles</b>						<b>Minneapolis</b>					
Food.....	149.9	148.9	141.4	+0.7	+6.0	Food.....	149.3	147.8	136.5	+1.0	+9.4
Housing.....	104.6	104.6	104.6	0	0	Housing.....	103.7	103.7	103.7	0	0
Clothing.....	119.6	118.2	118.9	+1.2	+0.6	Clothing.....	131.2	129.5	124.8	+1.3	+5.1
Fuel and light.....	96.2	96.2	96.2	0	0	Fuel and light.....	103.3	103.3	100.0	0	+3.3
Housefurnishings.....	123.9	123.9	123.8	0	+0.1	Housefurnishings.....	122.2	122.2	122.2	0	0
Sundries.....	110.1	110.1	105.9	0	+4.0	Sundries.....	113.6	113.2	112.0	+0.4	+1.4
Weighted Total.....	122.2	121.7	118.3	+0.4	+3.3	Weighted Total.....	124.3	123.5	118.8	+0.6	+4.6

<sup>r</sup>Revised

<sup>1</sup>Data for earlier months available upon request



# COST OF LIVING IN 66 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943		Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
<b>Muskegon</b>						<b>Philadelphia</b>					
Food.....	160.7	161.9	147.5	-0.7	+8.9	Food.....	142.9	143.1	141.0	-0.1	+1.3
Housing.....	115.2	115.2	115.2	0	0	Housing.....	102.9	102.9	102.9	0	0
Clothing.....	124.8	123.6	122.6	+1.0	+1.8	Clothing.....	126.9	125.6	122.4	+1.0	+3.7
Fuel and light.....	113.3	113.3	110.7	0	+2.3	Fuel and light.....	106.5	106.5	104.0	0	+2.4
Housefurnishings.....	120.6	120.6	118.8	0	+1.5	Housefurnishings.....	121.1	121.1	121.0	0	+0.1
Sundries.....	111.4	111.4	109.1	0	+2.1	Sundries.....	111.3	110.9	109.6	+0.4	+1.6
Weighted Total.....	128.2	128.4	123.1	-0.2	+4.1	Weighted Total.....	123.1	123.0	121.3	+0.1	+1.5
<b>Newark</b>						<b>Pittsburgh</b>					
Food.....	147.4	149.0	128.7	-1.1	+14.5	Food.....	143.3	141.5	135.5	+1.3	+5.8
Housing.....	101.4	101.4	101.4	0	0	Housing.....	105.7	105.7	105.7	0	0
Clothing.....	123.6	121.6	120.7	+1.6	+2.4	Clothing.....	127.3	125.9	124.2	+1.1	+2.5
Fuel and light.....	104.6	104.6	101.3	0	+3.3	Fuel and light.....	110.2	110.3	108.8	-0.1	+1.3
Housefurnishings.....	131.2	130.8r	129.2	+0.3	+1.5	Housefurnishings.....	118.2	118.2	117.4	0	+0.7
Sundries.....	107.1	106.9	105.1	+0.2	+1.9	Sundries.....	111.6	111.4	110.4	+0.2	+1.1
Weighted Total.....	121.6	121.9	114.2	-0.2	+6.5	Weighted Total.....	122.8	122.0	119.5	+0.7	+2.8
<b>New Haven</b>						<b>Portland, Ore.</b>					
Food.....	138.6	135.9r	132.1	+2.0	+4.9	Food.....	150.0	145.8	142.5	+3.2	+5.3
Housing.....	105.3	105.3	105.3	0	0	Housing.....	110.0	110.0	110.0	0	0
Clothing.....	121.3	120.9	120.4	+0.3	+0.7	Clothing.....	135.0	131.8	126.8	+2.4	+6.5
Fuel and light.....	109.7	109.7	107.8	0	+1.8	Fuel and light.....	124.9	124.9	117.9	0	+5.9
Housefurnishings.....	124.4	124.4	124.4	0	0	Housefurnishings.....	119.9	119.9	119.0	0	+0.8
Sundries.....	108.2	107.1r	106.2	+1.0	+1.9	Sundries.....	112.0	112.0	111.1	0	+0.8
Weighted Total.....	119.3	118.1r	116.4	+1.0	+2.5	Weighted Total.....	126.8	125.0	122.8	+1.4	+3.3
<b>New Orleans</b>						<b>Providence</b>					
Food.....	147.6	149.8	143.3	-1.5	+3.0	Food.....	142.5	141.0r	132.6	+1.1	+7.5
Housing.....	110.6	110.6	110.6	0	0	Housing.....	103.3	103.3	103.3	0	0
Clothing.....	123.6	122.2	121.2	+1.1	+2.0	Clothing.....	126.7	120.6	117.7	+5.1	+7.6
Fuel and light.....	103.2	103.2	103.2	0	0	Fuel and light.....	113.6	113.6	111.8	0	+1.6
Housefurnishings.....	128.3	128.3	128.3	0	0	Housefurnishings.....	126.5	125.6	125.3	+0.7	+1.0
Sundries.....	106.7	105.9	104.9	+0.8	+1.7	Sundries.....	116.9	116.4	111.0	+0.4	+5.3
Weighted Total.....	125.2	125.8	122.9	-0.5	+1.9	Weighted Total.....	123.5	122.3r	117.6	+1.0	+5.0
<b>New York</b>						<b>Richmond</b>					
Food.....	149.5	147.6	138.0	+1.3	+8.3	Food.....	160.4	156.5	139.4	+2.5	+15.1
Housing.....	100.8	100.8	100.7	0	+0.1	Housing.....	103.1	103.1	102.7	0	+0.4
Clothing.....	116.5	116.0	113.8	+0.4	+2.4	Clothing.....	120.7	118.8	118.4	+1.6	+1.9
Fuel and light.....	110.8	110.8	106.7	0	+3.8	Fuel and light.....	105.2	105.2	103.9	0	+1.3
Housefurnishings.....	128.7	128.7	127.5	0	+0.9	Housefurnishings.....	120.5	120.5	120.5	0	0
Sundries.....	110.4	107.4	106.0	+2.8	+4.2	Sundries.....	107.2	107.0	106.5	+0.2	+0.7
Weighted Total.....	123.7	122.2	117.9	+1.2	+4.9	Weighted Total.....	124.1	122.7	117.2	+1.1	+5.9
<b>Oakland<sup>1</sup></b>						<b>Roanoke, Va.</b>					
Food.....	159.2	154.5r	141.4r	+3.0	+12.6	Food.....	152.3	153.0	141.4	-0.5	+7.7
Housing.....	100.9	100.9r	100.9r	0	0	Housing.....	119.2	119.2	119.2	0	0
Clothing.....	129.3	128.0	123.1	+1.0	+5.0	Clothing.....	116.2	114.7	113.7	+1.3	+2.2
Fuel and light.....	88.9	88.9r	90.3r	0	-1.6	Fuel and light.....	104.1	104.1	99.7	0	+4.4
Housefurnishings.....	121.0	120.5	119.4	+0.4	+1.3	Housefurnishings.....	121.9	121.9	121.9	0	0
Sundries.....	112.4	110.4r	108.8r	+1.8	+3.3	Sundries.....	112.2	112.0	111.1	+0.2	+1.0
Weighted Total.....	127.3	125.0r	119.5r	+1.8	+6.5	Weighted Total.....	125.7	125.7	121.3	0	+3.6
<b>Omaha</b>						<b>Rochester</b>					
Food.....	147.8	146.8	139.4	+0.7	+6.0	Food.....	147.7	146.8	135.7	+0.6	+8.8
Housing.....	100.6	100.6	100.6	0	0	Housing.....	103.9	103.9	103.9	0	0
Clothing.....	123.9	122.9	120.6	+0.8	+2.7	Clothing.....	129.5	128.5	127.7	+0.8	+1.4
Fuel and light.....	105.9	105.4	103.4	+0.5	+2.4	Fuel and light.....	112.2	112.2	111.2	0	+0.9
Housefurnishings.....	138.6	137.4	129.5	+0.9	+7.0	Housefurnishings.....	136.1	136.1	135.8	0	+0.2
Sundries.....	112.3	112.1	111.7	+0.2	+0.5	Sundries.....	122.0	122.0	119.2	0	+2.3
Weighted Total.....	122.6	122.1	118.9	+0.4	+3.1	Weighted Total.....	126.2	125.8	121.6	+0.3	+3.8
<b>Parkersburg, W. Va.</b>						<b>Rockford, Ill.</b>					
Food.....	146.7	144.9	137.7	+1.2	+6.5	Food.....	145.6	145.9	135.8	-0.2	+7.2
Housing.....	104.2	104.2	104.2	0	0	Housing.....	138.0	138.0	138.0	0	0
Clothing.....	124.1	124.1	123.9	0	+0.2	Clothing.....	123.3	121.4	120.4	+1.6	+2.4
Fuel and light.....	94.6	94.6	94.6	0	0	Fuel and light.....	111.3	111.3	110.1	0	+1.1
Housefurnishings.....	125.7	125.0	124.6	+0.6	+0.9	Housefurnishings.....	131.3	131.3	131.8	0	-0.4
Sundries.....	109.3	109.6	108.6	-0.3	+0.6	Sundries.....	112.5	112.5	111.7	0	+0.7
Weighted Total.....	123.7	123.1	120.1	+0.5	+3.0	Weighted Total.....	129.6	129.5	125.8	+0.1	+3.0

<sup>1</sup>Revised data, not comparable with indexes previously published. Data for earlier months available upon request.

rRevised.



# COST OF LIVING IN 66 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943		Oct. 1943	Sept. 1943	Oct. 1942	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
<b>Sacramento</b>						<b>Spokane</b>					
Food.....	149.5	148.9	137.8	+0.4	+8.5	Food.....	143.9	144.4	133.5	-0.3	+7.8
Housing.....	104.1	104.1	104.1	0	0	Housing.....	102.0	102.0	102.2	0	-0.2
Clothing.....	125.8	123.0	121.1	+2.3	+3.9	Clothing.....	122.9	121.3	121.5	+1.3	+1.2
Fuel and light.....	80.8	80.8	84.7	0	-4.6	Fuel and light.....	133.5	133.5	130.7	0	+2.1
Housefurnishings.....	140.6	137.4	131.4	+2.3	+7.0	Housefurnishings.....	132.3	132.3	132.3	0	0
Sundries.....	117.0	112.8	108.8	+3.7	+7.5	Sundries.....	112.1	109.8	109.4	+2.1	+2.5
Weighted Total.....	124.8	123.0	118.1	+1.5	+5.7	Weighted Total.....	124.9	124.2	120.2	+0.6	+3.9
<b>Saginaw, Mich.</b>						<b>Syracuse</b>					
Food.....	161.8	163.3 <sup>r</sup>	147.2	-0.9	+9.9	Food.....	147.7	146.9	139.6	+0.5	+5.8
Housing.....	117.9	117.9	117.9	0	0	Housing.....	116.2	116.2	116.2	0	0
Clothing.....	125.6	123.9 <sup>r</sup>	121.1	+1.4	+3.7	Clothing.....	129.6	128.2	126.2	+1.1	+2.7
Fuel and light.....	109.0	109.0	105.7	0	+3.1	Fuel and light.....	109.0	109.0	108.1	0	+0.8
Housefurnishings.....	127.0	127.0	125.0	0	+1.6	Housefurnishings.....	132.2	131.2	128.1	+0.8	+3.2
Sundries.....	114.8	114.8	109.3	0	+5.0	Sundries.....	113.3	112.6	109.9	+0.6	+3.1
Weighted Total.....	131.5	131.8 <sup>r</sup>	124.3	-0.2	+5.8	Weighted Total.....	126.0	125.4	122.1	+0.5	+3.2
<b>St. Louis</b>						<b>Toledo</b>					
Food.....	148.1	147.6	135.7	+0.3	+9.1	Food.....	144.7	143.0 <sup>r</sup>	137.0	+1.2	+5.6
Housing.....	106.0	106.0	106.0	0	0	Housing.....	109.4	109.4	109.0	0	+0.4
Clothing.....	124.5	123.4	122.9	+0.9	+1.3	Clothing.....	124.6	123.2	122.6	+1.1	+1.6
Fuel and light.....	110.7	110.7	108.7	0	+1.8	Fuel and light.....	105.2	105.2	104.9	0	+0.3
Housefurnishings.....	118.1	118.1	118.2	0	-0.1	Housefurnishings.....	122.0	122.0	121.5	0	+0.4
Sundries.....	108.9	108.5	106.3	+0.4	+2.4	Sundries.....	113.7	111.6	110.0	+1.9	+3.4
Weighted Total.....	123.7	123.3	118.4	+0.3	+4.5	Weighted Total.....	123.2	121.9 <sup>r</sup>	119.8	+1.1	+2.8
<b>St. Paul</b>						<b>Wausau, Wis.<sup>1</sup></b>					
Food.....	145.9	142.5	132.5	+2.4	+10.1	Food.....	154.3	154.2 <sup>r</sup>	144.5 <sup>r</sup>	+0.1	+6.8
Housing.....	100.9	100.9	100.9	0	0	Housing.....	102.7	102.7	102.7	0	0
Clothing.....	121.7	120.3	119.9	+1.2	+1.5	Clothing.....	126.8	126.5	124.8	+0.2	+1.6
Fuel and light.....	104.1	104.1	101.2	0	+2.9	Fuel and light.....	107.5	107.5 <sup>r</sup>	103.3 <sup>r</sup>	0	+4.1
Housefurnishings.....	126.4	127.5	125.4	-0.9	+0.8	Housefurnishings.....	125.2	123.9	123.6	+1.0	+1.3
Sundries.....	112.5	112.5	111.2	0	+1.2	Sundries.....	109.2	108.7 <sup>r</sup>	107.9 <sup>r</sup>	+0.5	+1.2
Weighted Total.....	121.8	120.5	116.6	+1.1	+4.5	Weighted Total.....	124.0	123.7 <sup>r</sup>	120.0 <sup>r</sup>	+0.2	+3.3
<b>San Francisco</b>						<b>Wilmington, Del.</b>					
Food.....	165.9	161.6	148.0	+2.7	+12.1	Food.....	144.8	145.2	139.5	-0.3	+3.8
Housing.....	98.3	98.3	98.3	0	0	Housing.....	104.6	104.6	104.0	0	+0.6
Clothing.....	127.5	125.7	121.5	+1.4	+4.9	Clothing.....	125.4	125.4	124.7	0	+0.6
Fuel and light.....	79.2	79.2	84.9	0	-6.7	Fuel and light.....	103.3	103.3	101.5	0	+1.8
Housefurnishings.....	120.2	120.2	119.4	0	+0.7	Housefurnishings.....	116.5	116.5	115.4	0	+1.0
Sundries.....	106.8	105.0	104.2	+1.7	+2.5	Sundries.....	110.6	110.0	108.2	+0.5	+2.2
Weighted Total.....	126.3	124.1	119.1	+1.8	+6.0	Weighted Total.....	123.2	123.2	120.5	0	+2.2
<b>Seattle</b>						<b>Youngstown</b>					
Food.....	154.4	152.1	145.2	+1.5	+6.3	Food.....	154.3	151.4	139.7	+1.9	+10.5
Housing.....	114.3	114.3	114.5	0	-0.2	Housing.....	105.6	105.6	105.2	0	+0.4
Clothing.....	121.3	120.3	118.5	+0.8	+2.4	Clothing.....	130.5	130.4 <sup>r</sup>	125.6	+0.1	+3.9
Fuel and light.....	114.4	114.4	110.1	0	+3.9	Fuel and light.....	104.6	104.6	105.2	0	-0.6
Housefurnishings.....	120.3	120.3	119.8	0	+0.4	Housefurnishings.....	134.6	134.6 <sup>r</sup>	131.8	0	+2.1
Sundries.....	110.3	108.9	107.5	+1.3	+2.6	Sundries.....	108.4	107.5	106.6	+0.8	+1.7
Weighted Total.....	126.9	125.7	122.5	+1.0	+3.6	Weighted Total.....	125.7	124.5	119.9	+1.0	+4.8

<sup>1</sup>Revised data, not comparable with indexes previously published. Data for earlier months available upon request.

<sup>r</sup>Revised.

## PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

CITY	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	CITY	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	CITY	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	CITY	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
<b>Evansville, Ind.</b>			<b>Joliet, Ill.<sup>1</sup></b>			<b>Lewistown, Pa.</b>			<b>Trenton, N. J.</b>		
Food.....	+0.6	+12.6	Food.....	-0.2	+6.3	Food.....	+1.2	+9.9	Food.....	+0.1	+5.6
Housing.....	0	0	Housing.....	0	0	Housing.....	0	0	Housing.....	0	0
Clothing.....	+0.8	+0.1	Clothing.....	+0.6	-0.1	Clothing.....	+0.1	+3.2	Clothing.....	+5.3	+7.4
Fuel and light.....	0	+2.1	Fuel and light.....	0	+3.1	Fuel and light.....	-0.1	+2.6	Fuel and light.....	0	+2.3
H'sefurnishings.....	+0.5	+3.3	H'sefurnishings.....	0	+0.7	H'sefurnishings.....	0	+0.1	H'sefurnishings.....	+0.2	+0.6
Sundries.....	+0.1	+1.1	Sundries.....	+0.3	+3.5	Sundries.....	0	+2.2	Sundries.....	0	+1.0
W'ghted Total	+0.3	+5.2	W'ghted Total	+0.1	+3.3	W'ghted Total	+0.5	+5.2	W'ghted Total	+0.8	+3.7

<sup>1</sup>Includes Lockport and Rockdale.



# COST OF LIVING IN 66 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing		Clothing		Fuel-Light		House Furnishings		Sundries	
	Oct. 1943	Sept. 1943	Oct. 1943	Sept. 1943	Oct. 1943	Sept. 1943	Oct. 1943	Sept. 1943	Oct. 1943	Sept. 1943	Oct. 1943	Sept. 1943	Oct. 1943	Sept. 1943
United States <sup>1</sup> .....	103.5	102.9	112.3	111.8	90.8	90.8	90.6	89.8	93.2	93.2	a	a	109.0	107.8
Akron.....	127.1	126.9	150.6	151.3	113.7	113.7	123.3	121.4	109.0	109.0	118.4	118.4	119.3	118.4
Anderson, Ind.....	131.3	131.8	153.9	156.7	111.7	111.7	131.7	130.9	113.6	113.2	142.1	142.1	121.4	121.0
Atlanta.....	123.1	123.5	149.0	151.2	99.2	99.2	124.7	123.2	111.6	111.6	117.7	117.7	114.1	113.9
Baltimore.....	126.8	126.4	147.6	147.1	103.2	103.2	122.2	120.9	104.9	104.9	133.1	133.1	121.7	121.5
Birmingham.....	125.8	125.0	154.9	154.4	105.7	105.7	126.8	125.1	101.2	101.2	117.8	117.8	115.3	113.7
Boston.....	122.8	122.4	139.3	138.7	103.5	103.5	126.8	125.2	121.2	120.9	122.5	122.5	112.3	112.3
Bridgeport.....	126.7	124.8	142.1	138.0	106.5	106.5	125.8	125.8	115.9	115.9	126.4	126.4	126.5	124.3
Buffalo.....	123.2	122.7	143.7	142.9	114.7	114.7	119.2	118.6	105.9	105.9	127.6	126.1	111.0	110.6
Chattanooga.....	124.0	123.8	157.9	158.0	103.0	103.0	119.5	118.7	90.7	90.7	121.5	121.5	110.9	110.4
Chicago.....	118.5	118.7 <sup>r</sup>	138.0	139.3	105.8	105.8	125.3	124.4	100.5	100.5	124.8	124.8	106.0	105.3
Cincinnati.....	122.9	122.2	142.8	142.4	100.9	100.9	133.1	129.8	103.5	103.5	124.1	124.1	112.4	111.6
Cleveland.....	124.3	123.0	142.7	140.0	109.7	109.7	129.0	127.4	102.9	103.0	122.0	121.8	117.9	116.9
Dallas.....	122.7	122.5	145.8	146.6	105.6	105.6	125.4	123.0	93.3	93.3	127.9	127.9	116.5	116.1
Dayton.....	122.9	123.1	145.5	146.4	105.9	105.9	122.4	122.4	103.7	103.7	127.8	127.8	113.1	112.6
Denver.....	124.0	122.2	143.4	142.4	105.6	105.6	126.5	122.5	99.0	99.0	123.8	123.8	119.4	116.0
Des Moines.....	122.3	122.1 <sup>r</sup>	141.4	141.9 <sup>r</sup>	105.3	105.3	129.6	128.7	109.9	109.4	123.8	123.8	115.7	115.1
Detroit.....	126.3	126.1	147.1	147.0	107.0	107.0	128.6	128.1	107.8	108.2	122.1	122.1	121.8	121.3
Duluth.....	123.9	123.8	145.3	145.2	100.2	100.2 <sup>r</sup>	129.0	128.1	105.3	105.3	135.4	135.4	114.9	114.8
Erie, Pa.....	131.7	131.1	158.7	157.0	109.9	109.9	134.5	134.5	109.7	109.7	129.8	129.8	121.9	121.7
Fall River.....	123.8	122.9 <sup>r</sup>	140.1	139.3 <sup>r</sup>	104.3	104.3	127.9	121.8	115.4	115.4	114.3	114.3	118.1	118.0
Flint, Mich.....	133.3	132.6	160.7	159.5	109.9	109.9	130.7	129.3	114.0	114.0	126.2	124.6	125.3	125.0
Front Royal, Va.....	127.5	127.2 <sup>r</sup>	166.1	165.5	103.6	103.6	132.3	132.3	103.9	103.9	132.4	132.4 <sup>r</sup>	114.9	114.5
Grand Rapids.....	126.7	126.1	147.2	146.6	106.5	106.5	128.0	126.5	108.8	108.8	134.8	133.3	121.1	120.8
Green Bay, Wis. <sup>2</sup> .....	119.2	118.1	131.5	129.2	100.4	100.4	128.3	127.7	106.4	106.4	123.4	123.4	116.2	115.1
Houston.....	121.1	121.0	143.7	144.6	105.7	105.7	126.0	124.7	90.2	90.2	114.7	114.7	114.6	114.1
Huntington, W. Va.....	125.2	125.4	146.7	148.8	111.7	111.7	123.3	121.8	100.0	100.0	126.2	126.2	114.9	114.3
Indianapolis.....	125.5	124.8 <sup>r</sup>	147.8	147.8 <sup>r</sup>	107.9	107.9	123.2	121.6	108.2	108.2	124.7	124.7	119.0	117.4 <sup>r</sup>
Kansas City, Mo.....	121.5	121.3	135.3	137.2	105.2	105.2	124.9	123.7	108.7	108.7	120.9	120.9	119.2	117.3
Lansing.....	128.7	128.7	164.0	165.7	98.0	98.0	129.3	126.1	102.1	102.1	132.2	132.2	122.5	122.0
Los Angeles.....	122.4	121.8	150.3	148.9	104.6	104.6	119.6	118.2	96.2	96.2	123.9	123.9	110.9	110.7
Louisville.....	123.5	123.3	145.6	145.9 <sup>r</sup>	103.9	103.9	120.7	119.9	110.9	110.5	127.7	127.7	111.3	110.5
Lynn.....	123.6	122.8	141.4	140.5	104.5	104.5	124.1	123.8	116.0	116.1	125.6	125.6	113.9	112.2
Macon.....	130.9	130.2	155.0	156.5	115.9	115.9	122.7	119.3	100.5	100.5	132.2	129.3	122.8	121.4
Manchester, N. H.....	122.2	122.4	143.6	144.3	102.9	102.9	120.0	120.0	109.5	109.5	124.5	124.5	106.8	106.6
Meadville, Pa.....	126.1	125.6	147.7	146.9	110.8	110.8	117.2	117.1	110.2	110.2	131.7	130.6	121.5	121.0
Memphis.....	125.8	126.0	157.9	159.8	109.4	109.4	129.8	128.5	98.3	98.3	128.4	128.4	110.7	109.9
Milwaukee.....	122.0	121.3 <sup>r</sup>	138.6	137.2 <sup>r</sup>	103.4	103.4	132.5	131.0	107.6	107.6	126.4	125.5	116.6	116.3 <sup>r</sup>
Minneapolis.....	125.0	124.2	149.1	147.7	103.7	103.7	131.2	129.5	103.3	103.3	122.2	122.2	117.9	117.3
Muskegon, Mich.....	128.8	129.0	160.2	161.6	115.2	115.2	124.8	123.6	113.3	113.3	120.2	120.2	115.1	114.9
Newark.....	121.4	121.2	144.9	145.2	101.4	101.4	123.6	121.7 <sup>r</sup>	104.6	104.6	130.4	130.2 <sup>r</sup>	107.1	106.8
New Haven.....	119.7	118.4	137.9	135.2 <sup>r</sup>	105.3	105.3	121.3	120.9	109.9	109.9	124.4	124.4	110.0	108.7 <sup>r</sup>
New Orleans.....	122.7	123.1	142.7	144.9	110.6	110.6	121.2	119.9	103.2	103.2	128.3	128.3	105.1	104.3
New York.....	122.8	121.6	147.5	146.1	100.8	100.8	116.5	116.0	110.8	110.8	128.6	128.5	110.3	107.3
Oakland <sup>3</sup> .....	127.4	125.2 <sup>r</sup>	158.1	153.6 <sup>r</sup>	100.9	100.9 <sup>r</sup>	129.3	128.0	88.9	88.9 <sup>r</sup>	120.8	120.4	115.4	113.5 <sup>r</sup>
Omaha.....	123.6	122.9	147.4	146.3	100.6	100.6	123.9	122.9	105.9	105.4	136.2	135.4	117.1	116.4
Parkersburg, W. Va.....	124.3	123.8	146.4	144.6	104.2	104.2	124.1	124.1	94.6	94.6	125.7	125.0	112.2	112.8
Philadelphia.....	123.1	123.0	141.4	142.0	102.9	102.9	126.9	125.6	106.5	106.5	121.1	121.1	113.7	113.2
Pittsburgh.....	122.9	122.1	141.5	139.9	105.7	105.7	127.3	125.9	110.2	110.3	117.9	117.9	114.3	113.9
Portland, Ore.....	126.7	125.5	147.4	144.5	110.0	110.0	135.0	131.8	124.9	124.9	119.8	119.8	114.4	114.2
Providence.....	123.6	122.4	141.3	140.1 <sup>r</sup>	103.3	103.3 <sup>r</sup>	126.7	120.6	113.9	113.9	126.2	125.6	118.8	118.2
Richmond.....	123.7	122.0	161.3	156.5	103.1	103.1	120.7	118.8	105.2	105.2	120.5	120.5	105.5	105.1
Roanoke, Va.....	125.6	125.4	151.9	152.2	119.2	119.2	116.2	114.7	104.1	104.1	121.9	121.9	112.8	112.4
Rochester.....	126.2	125.8	147.4	146.5	103.9	103.9	129.5	128.5	112.2	112.2	136.1	136.1	122.6	122.4
Rockford, Ill.....	130.6	130.4	145.6	145.8	138.0	138.0	123.3	121.4	111.9	111.9	131.3	131.3	117.1	116.8
Sacramento.....	124.9	123.1	148.4	147.7	104.1	104.1	125.8	123.0	80.8	80.8	140.6	137.4	118.5	114.9
Saginaw, Mich.....	132.8	132.9 <sup>r</sup>	162.0	163.3 <sup>r</sup>	117.9	117.9	125.6	123.9 <sup>r</sup>	109.0	109.0	126.4	126.4	119.6	119.3 <sup>r</sup>
St. Louis.....	124.3	123.8	147.3	147.1	106.0	106.0	124.5	123.4	111.0	111.0	118.0	118.0	112.8	111.9 <sup>r</sup>
St. Paul.....	122.2	120.8	145.0	140.9	100.9	100.9	121.7	120.3	104.1	104.1	126.2	126.9	116.6	116.3
San Francisco.....	126.0	124.0	164.4	160.6	98.3	98.3	127.5	125.7	79.2	79.2	120.0	120.1	107.8	106.1
Seattle.....	126.6	125.4	152.7	150.7	114.3	114.3	121.3	120.3	114.4	114.4	120.1	120.1	111.6	110.3
Spokane.....	124.8	124.2 <sup>r</sup>	142.2	142.9 <sup>r</sup>	102.0	102.0	122.9	121.3	133.5	133.5	132.3	132.3	114.5	112.3
Syracuse.....	126.5	126.0	146.8	146.1	116.2	116.2	129.6	128.2	109.0	109.0	130.7	130.0	116.5	115.8
Toledo.....	124.3	123.1 <sup>r</sup>	144.9	143.1 <sup>r</sup>	109.4	109.4	124.6	123.2	105.2	105.2	122.0	122.0	116.9	115.0
Wausau, Wis. <sup>3</sup> .....	124.4	124.1 <sup>r</sup>	153.3	153.2 <sup>r</sup>	102.7	102.7	126.8	126.5	107.5 <sup>r</sup>	107.5 <sup>r</sup>	125.2	123.9	113.1	112.4 <sup>r</sup>
Wilmington, Del.....	123.7	123.7	143.5	144.3	104.6	104.6	125.4	125.4	103.4	103.4	116.5	116.5	113.6	112.8
Youngstown.....	126.7	125.5	156.1	153.1	105.6	105.6	130.5	130.4 <sup>r</sup>	104.6	104.6	133.6	133.6 <sup>r</sup>	111.1	110.0

## PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943	Sept. 1943 to Oct. 1943	Oct. 1942 to Oct. 1943
	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943	Oct. 1943
Evansville, Ind.....	+0.5	+5.7	+0.6	+12.6	0	0	+0.8	+0.1	0	+2.1	+0.4	+3.1	+0.4	+3.8
Joliet, Ill. <sup>4</sup> .....	+0.2	+3.7	-0.3	+6.1	0	0	+0.6	-0.1	0	+3.1	0	+0.7	+0.6	+5.3
Lewistown, Pa.....	+0.5	+4.9	+1.1	+9.2	0	0	+0.1	+3.2	-0.1	+2.6	0	+0.1	+0.1	+2.9
Trenton, N. J.....	+0.6	+3.1	-0.1	+3.7	0	0	+5.3	+7.4	0	+2.3	+0.2	+0.6	+0.1	+2.3

<sup>1</sup>1923=100. <sup>2</sup>Data for earlier months available upon request. <sup>3</sup>Revised. Data for earlier months available upon request. <sup>4</sup>Includes Lockport and Rockdale.



## Strikes and Turnover Rates

ON OCTOBER 12, Harold L. Ickes returned the last of the coal mines to their owners. This marked the beginning of a series of wildcat strikes or work stoppages which eventually culminated in a complete work cessation on October 31. The 530,000 coal miners belonging to the United Mine Workers of America refused to work without a contract.

It is almost impossible to make a complete tabulation of the companies involved in the wildcat strikes or to give accurate figures covering the number of persons inactive on various dates. Many of the stoppages were short-lived; they were, however, recurrent. Counts of miners involved often refer to entirely different groups of workers on different days. The figures do, neverthe-

less, show the gradual growth and spread of the disturbance. On October 14, there were 12,000 bituminous coal miners idle in the Birmingham, Alabama, area. This number was increased to 25,000 on October 15 when Indiana miners joined in the stoppage. On October 15, also, with relatively little effect, the War Labor Board requested John L. Lewis to tell the miners to go back to work. The total number idle on October 22 was 36,750 in seven states—Alabama, Indiana, Kentucky, Ohio, Pennsylvania, Illinois and Arkansas. The War Labor Board refused on October 26 to approve the Illinois coal wage agreement in its entirety.

On October 28, at least 46,918 soft-coal miners were idle. The same day, the board ordered the anthracite

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production <sup>2</sup> (1935-1939 = 100)	Manufacturing					
	Strikes <sup>1</sup>				Turnover Rate per 100 Employees <sup>1</sup>					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations <sup>2</sup>					Accessions <sup>3</sup>
	Number	Workers Involved (Thousand)			Total	Quits <sup>4</sup>	Miscella- neous <sup>4</sup>	Discharges <sup>4</sup>	Lay-offs <sup>4</sup>	
1929.....	921	289	5,352	110	75.23 <sup>a</sup>	41.01 <sup>a</sup>		9.04 <sup>a</sup>	25.17 <sup>a</sup>	67.61 <sup>a</sup>
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.88	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	18,902	104	40.85	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939 <sup>r</sup> .....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940 <sup>r</sup> .....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941 <sup>r</sup> .....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942 <sup>r</sup> .....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1942 July <sup>r</sup> .....	388	100	417	211	6.73	4.02	1.23	.43	1.05	8.28
August <sup>r</sup> .....	330	92	449	219	7.06	4.31	1.46	.42	.87	7.90
September <sup>r</sup> .....	274	88	387	227	8.10	5.19	1.79	.44	.68	9.15
October <sup>r</sup> .....	207	62	244	233	7.91	4.65	2.03	.45	.78	8.69
November <sup>r</sup> .....	144	52	128	236	7.09	4.21	1.80	.43	.65	8.14
December <sup>r</sup> .....	147	59	193	239	6.37	3.71	1.50	.46	.70	6.92
1943 January <sup>r</sup> .....	195	90	450	242	7.11	4.45	1.40	.52	.74	8.28
February <sup>r</sup> .....	210	42	170	247	7.04	4.65	1.35	.50	.54	7.87
March <sup>r</sup> .....	260	72	230	251	7.69	5.36	1.24	.57	.52	8.32
April <sup>r</sup> .....	395	200	675	255	7.54	5.41	.96	.53	.64	7.43
May <sup>r</sup> .....	395	620	1,275	258	6.57	4.81	.76	.55	.45	7.18
June <sup>r</sup> .....	400	950	4,750	259	7.07	5.20	.76	.61	.50	8.40
July <sup>r</sup> .....	n.a.	n.a.	n.a.	259	7.56	5.61	.77	.68	.50	7.83
August <sup>r</sup> .....	n.a.	n.a.	n.a.	263	8.18	6.30	.75	.67	.46	7.62
September <sup>r</sup> .....	n.a.	n.a.	n.a.	266	8.12	6.25	.72	.61	.54	7.61

NOTE: For back figures, see *The Conference Board Management Record*, September, 1943, p. 386.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations, i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

<sup>5</sup>A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

a June to December.

p Preliminary.

n.a. Not available.

r Revised



operators to sign a contract with the miners giving them a wage increase of 32.2¢ a day, plus the same indirect benefits the bituminous miners had received earlier. The next day, 50,000 hard-coal miners took a holiday to celebrate John Mitchell Day, so named in honor of the union's founder. A total of 90,000 miners was estimated idle that night.

On November 1, President Roosevelt ordered Secretary Ickes to take immediate possession of the mines and make a contract with the union, since more than 3,000 mines were again idle. On November 3, after an agreement had been reached, Mr. Lewis ordered the strikers back. This tentative agreement gave the anthracite miners an additional 37.8¢ for a quarter-hour additional work and the bituminous workers an additional \$1.50 for an extra hour of productive work at the face of the mine. Any time over forty-five minutes spent in portal-to-portal travel would be called productive work. The War Labor Board approved the contract by a vote of eleven to one on November 5. The contract was subject to clarification and some details were to be resubmitted to the board. In particular, provision had to be made for payment to workers on a tonnage basis and for the payment for time spent in pushing cars to the working place when no other means were available.

During the month of September, the separation rate in manufacturing industries declined to 8.12 a 100 em-

ployees, according to preliminary figures released by the United States Bureau of Labor Statistics. This was a drop from 8.18 in August, which was the highest rate reached since December, 1937, when it was 8.51. The August, 1943, rate is 16% higher than the August, 1942, rate of 7.06, although September, 1943 is only 0.2% higher than September a year ago. High quit rates are to be expected in August and September because of the increase in the number of persons returning to school, either as teachers or students. Other temporary summer workers also quit during these months.

The total accession rate has declined for three successive months and in September was 7.61 a 100 employees.

The Federal Reserve Board has revised its series on industrial production from January, 1939, to date. These include the index of manufacturing which is published below. The revision was necessitated by the effect the expanding military program has had on manufacturing activity. Newly available data have been used in constructing new series, in revising old ones, or as substitutes for data no longer available. Unsatisfactory series have been revised or replaced. It should be remembered that these indexes show only changes in the physical volume of production.

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#### LABOR DISPUTES ORIGINATING IN OCTOBER, 1943<sup>1</sup>

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected
<b>Manufacturing, Building, and Mining</b>				
Alabama Dry Dock and Shipbuilding Company.....	Mobile, Ala.	10/ 1	10/ 1	191
Aluminum Company of America.....	Detroit, Mich.	13	15	2,600
American Steel and Wire Company.....	New Haven, Conn.	15	..	1,000
American Window Glass Company.....	Jeannette, Pa.	1	..	150
Bethlehem Steel Corporation—Peninsula plant.....	San Francisco, Calif.	23	25	35
Bohn Aluminum & Brass Corporation.....	Detroit, Mich.	4	6a	300
Bohn Aluminum & Brass Corporation.....	Adrian, Mich.	15	17	700
Buffalo Forge Company.....	Buffalo, N. Y.	9	11	700
Coal Miners (see text).....	..	..	..	..
Chrysler Corporation—Dodge truck plant.....	Detroit, Mich.	21	21	2,300
Chrysler Corporation—Dodge truck plant.....	Detroit, Mich.	28	28	450
Continental Motors Corporation.....	Detroit, Mich.	13	13	700
Continental Motors Corporation.....	Detroit, Mich.	25	27	1,000
Cramp Shipbuilding Company.....	Philadelphia, Pa.	15	17	17,000
Eddy Paper Corporation.....	White Pigeon, Mich.	2	..	220
Farrar & Trefts, Inc.....	Buffalo, N. Y.	13	15	180
Federal Shipbuilding and Dry Dock Company.....	Kearny, N. J.	12	12	2,000
Federal Shipbuilding and Dry Dock Company.....	Kearny, N. J.	12	14	300
Federal Shipbuilding and Dry Dock Company.....	Kearny, N. J.	14	16	10,500
Gear Grinding Machine Company.....	Detroit, Mich.	18	..	1,800
Hancock Manufacturing Company.....	Jackson, Mich.	14	15	425
Kelsey-Hayes Wheel Company.....	Plymouth, Mich.	14	15	2,000
Marine Manufacturing and Supply Company.....	New Brunswick, N. J.	11	13	130
Utah Copper Company.....	Birmingham, Utah	14	15	150
Worthington Pump and Machinery Corporation.....	Buffalo, N. Y.	23	25	1,500
<b>Miscellaneous</b>				
Borden Company.....	New York, N. Y. <sup>2</sup>	5	6	243
Blue Motor Coach Lines.....	Louisville, Ky.	21	..	22
D. L. Clark Candy Company.....	Pittsburgh, Pa.	4	8	500
Donnelly Memorial Hospital <sup>3</sup> .....	Trenton, N. J.	13	13	50
Newspaper delivery men.....	New York, N. Y. <sup>4</sup>	7	13	100
Packers.....	Antioch, Calif.	13	..	300
Policemen.....	Memphis, Tenn.	15	15	150
Santa Clara County Hospital.....	San Jose, Calif.	1	..	169
Santa Fe Trailways System <sup>5</sup> .....	California <sup>6</sup>	8	14	225
Sheffield Farms Company, Inc.....	New York, N. Y. <sup>2</sup>	4	6	3,500
Truck drivers.....	(7)	10	13	8,500

<sup>1</sup>Incomplete report based on available information published in the press.

<sup>2</sup>New York, Westchester and northern New Jersey were affected.

<sup>3</sup>Service employees.

<sup>4</sup>Deliveries were tied up in parts of Brooklyn, Queens and Nassau Counties.

<sup>5</sup>Bus drivers.

<sup>6</sup>System serves California, Arizona, Utah, Nevada.

<sup>7</sup>Knoxville, Memphis, and Nashville, Tennessee; Birmingham and Montgomery, Alabama; Atlanta, Georgia; New Orleans, Louisiana; St. Louis, Missouri; Jackson, Mississippi; Jacksonville, Florida.

<sup>a</sup>Approximately half of the 300 workers returned.



## Employment and Unemployment

**T**HE NUMBER at work or in uniform in September advanced to an all-time high of 64.7 million. Seasonal expansion in agriculture and further inductions for military service were directly responsible for the net gain of 820,000 during the month. Nonfarm civilian employment, however, remained virtually unchanged. Employment in manufacturing declined for the first time since May of this year. September was also the first month this year in which aggregate employment in the basic industries (mining, manufacturing, construction, transportation and public utilities) was below the comparable 1942 total.

Employment in private industry, excluding agriculture, continued to decline and in September was almost 300,000 lower than a year ago. From the outbreak of World War II, in September, 1939, to September, 1941, private employment increased 5.4 million, and an additional 1.3 million workers were added in our first year of active warfare. It is now only about a million above the level of September, 1941.

### EMPLOYMENT AND UNEMPLOYMENT SEPTEMBER, 1941—SEPTEMBER, 1943<sup>1</sup>

In Thousands

Distribution of Labor Force and Employment	1941	1942	1943		
	September		July	August <sup>1</sup>	Sept. <sup>1</sup>
Unemployment.....	289	.....	.....	.....	.....
Excess of employment over economic labor force.....	.....	3,792	7,933	7,983	8,731
Total employment.....	54,586	59,102	63,749	63,871	64,692
Agriculture.....	11,704	11,656	11,385	11,261	11,720
Forestry and fishing.....	232	217	197	196	195
Total industry.....	20,884	22,281	22,186	22,240	22,178
Extraction of minerals.....	806	772	697	690	689
Manufacturing.....	13,942	15,322	16,284	16,420	16,417
Construction.....	2,798	2,815	1,659	1,535	1,442
Transportation.....	2,291	2,331	2,514	2,561	2,601
Public utilities.....	1,047	1,042	1,032	1,034	1,029
Trade, distribution and fi- nance.....	7,932	7,472	7,420	7,357	7,436
Service industries (including Armed Forces).....	12,672	16,188	21,139	21,388	21,726
Miscellaneous industries and services.....	1,162	1,287	1,422	1,429	1,438
Emergency employment <sup>2</sup> WPA, CCC and NYA (out-of-school).....	1,504	504	a	a	a

<sup>1</sup>Subject to revision. <sup>2</sup>Not included in employment total.

aNYA not available; operations of WPA on the continent were abolished on June 30; about 40,000 project workers remain on rolls in Puerto Rico and the Virgin Islands.

Government employment, in contrast, approached 16 million in September of this year as against 4.5 million in September, 1939, and 6.8 million in September, 1941. The military services, federal civilian employment, and all other governmental units, including public education, comprised just short of a fourth of the total number of persons employed in September of this year, as compared with about a tenth of the national

aggregate in 1939-1940. At that time there were about 150 persons on government payrolls for every 1,000 employed in private nonagricultural industry. In September of this year governmental units were employing 427 persons for every 1,000 engaged by private industry.

### SEPTEMBER TRENDS

Losses in manufacturing personnel developed in September in both the durable and nondurable fields, in contrast to the earlier months of this year. In durable goods employment dropped to lower levels not only in industries centering about construction—lumber, furniture, stone, clay and glass—but also in ferrous metal and machinery as well, primarily in plants producing machine tools and accessories. New workers continued to be added in the shipbuilding and aviation group, but the gain in these war industries failed to offset losses throughout the remainder of the durable goods group.

Labor shortages and the constricted pattern of production for civilian uses resulted in lower levels of employment for most of the industries comprising the non-durable group. Shrinkages were most pronounced in the textile fields and in the war-important chemicals group. Food processors expanded their employment seasonally but the total number at work in the food group remained significantly lower than for last year.

### Agriculture

In sharp contrast to preceding months, the number at work in farming was greater than in September, 1942, according to field reports released by the Department of Agriculture. Sharp gains in the cotton-picking areas coupled with favorable weather brought agricultural employment to the year's high of 11,720,000. This was a bit above the mid-year total, and contrasted with the slight reduction which is usual by fall.

The gain during the month reached 460,000 as against an increase of somewhat less than 350,000 in September last year. More farm family members were at work than a year ago, but the number of hired workers remained almost 4% below the 1942 level. Meanwhile, the index of farm wages mounted 27%, the largest annual increase ever reported.

In the remaining major industrial groups, trade and transportation formed the only sectors of expansion. Employment in the former was substantially lower than a year ago, but in transportation it was at a record high. Labor shortages, held responsible for a decline in the number mining bituminous coal, were relieved somewhat in metal mining by furloughing soldiers for such work. Construction losses have been sharpest with employment cut almost in half during the past twelve months.

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## Chronology of Events affecting Labor Relations, October 1 to October 31

### October

- 1 *Strike against Deferments*—Two strikes are called in Pittsburgh area in protest against the application by management for draft deferment for a group of key craftsmen.
- 2 *Postwar Fund Raised*—Under plan sponsored by Governor Warren of California, state is raising fund of \$90 million to make possible postwar jobs.
- 4 *New Strike Technique*—To avoid accusation of striking, drivers of the Sheffield Farms Company in New York achieve same result by calling in that they are unable to report for work on account of sickness.
- 5 *High Turnover among Women Workers*—WMC reports that the turnover of women on industrial jobs is so heavy that in June for every two women hired for war production work, one woman quit her job.
- 7 *AFL Readmits Machinists*—In its annual convention AFL readmitted the International Association of Machinists, which had withdrawn some time before in connection with a jurisdictional controversy.  
*AFL Record Membership*—AFL announces all-time high in paid-up membership as figure reaches 6,397,421.
- 12 *Last Coal Mine Returned*—Secretary Ickes announces that government has returned to private owners the remaining 1,700 coal mines under its control.  
*Smith-Connally Act Does Not Void No-strike Pledge*—War Labor Board states that where a no-strike pledge is in effect, machinery in the Smith-Connally act for legalizing a strike does not release union from its no-strike pledge.
- 13 *AFL Opens Way for UMW Return*—Acting in its annual convention, AFL adopts a committee report vesting full authority in the executive council to arrange for early re-affiliation of the United Mine Workers.
- 15 *New Coal Strike Looms*—Sporadic walkouts of coal miners in South and West, on the ground that they will not work without a contract, indicate possibility of another serious disruption in coal mining.
- 16 *New Move in Railroad Controversy*—Director of Economic Stabilization Vinson approves a 4% increase in wages for 300,000 operating employees of the railroads as the President appoints new emergency board to pass on wage demands of nonoperating railroad employees.  
*Miners Ordered to Resume Work*—Striking coal miners in Alabama and Indiana are ordered back to work by both the War Labor Board and John L. Lewis. The latter told miners to resume work, subordinating their "personal interests and righteously outraged feelings" to the interests of the national war effort.
- 18 *Freedom of Speech Upheld*—U. S. Supreme Court upholds decision of lower court ruling that an employer could express his views about workers voting on union representation provided there was no coercion and the company abided by the result of an election.
- 19 *Rail Men Question President's Power*—Officials of non-operating railway unions question authority of the President to ignore the Railway Labor Act and name emergency fact-finding boards to adjust wage disputes. They also question authority of the Director of Economic Stabilization to direct specific rulings on wage disputes.
- 23 *Railroad Strike Vote Authorized*—Heads of five operating railroad unions approve submitting to vote of members the question of calling nation-wide railroad strike.  
*Attendance Bonus Barred*—War Labor Board disapproves plan to combat absenteeism by paying bonuses for regular attendance, indicating that such bonuses are in the nature of a wage increase.  
*Workers to Visit England*—Office of War Information sponsors plans for four workers in United States war plants to be sent to England to observe working conditions and problems in that country. The British Ministry of Information is arranging a similar trip for four British war workers who will visit the United States.
- 25 *NLRB Drops Company Union Actions*—NLRB drops proceedings in most cases involving complaints of company domination of unions as result of Comptroller General's interpretation of a Congressional rider on the board's appropriation. The rider provided that the board should not disturb a collective bargaining situation that had been in effect for three months without charges being filed. The rider, inserted at the instigation of the AFL to protect it from CIO attack in the Kaiser shipyards, is now attacked by AFL because of this new interpretation placed upon it.  
*Railroad Unions Appeal to President*—As they set up machinery for taking nation-wide strike vote, heads of operating railroad brotherhoods send appeal to President to revise Little Steel formula in the interest of fairness.
- 26 *Dependency Benefit Bill Signed*—President signs measure increasing benefit for wife and child of man in service from \$62 to \$80 and increasing the benefit for each additional child from \$10 to \$20 per month.  
*Nonoperating Unions Take Strike Vote*—The fifteen non-operating railway unions, with a total of 1,100,000 members, send out ballots for strike vote returnable November 25.  
*Coal Wage Pact Vetoed*—War Labor Board rejects wage agreement between UMW and Illinois operators.
- 28 *Mine Strike Certified to President*—War Labor Board certifies to the President the wildcat bituminous strikes resulting from inability to arrive at wage schedule satisfactory to miners and complying with "hold the line" policy.
- 31 *Fourth Coal Strike Impends*—With expiration of truce, bituminous coal miners prepare to leave mines for fourth time during the year because no contract has been signed before November 1.